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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q21-Q26):

NEW QUESTION # 21

How does the Time to Hire metric contribute to the Attract Talent to Onboard New Hires OMBP, and what is its key benefit?

- A. It measures the average time from when a job is posted until the first candidate applies, providing insight into the efficiency of the recruiting process.
- B. It measures the average time taken from the initial job offer to the candidate's acceptance, providing insights into the efficiency of the hiring process.
- C. It uses historical data to forecast the future performance of new hires, aiding in talent retention.

Answer: B

Explanation:

Comprehensive and Detailed Explanation: The Time to Hire metric in the Attract Talent to Onboard New Hires OMB assesses the efficiency of the recruitment cycle by tracking the time elapsed between extending a job offer and candidate acceptance.

* Process Optimization: Helps organizations refine hiring strategies to reduce delays in the recruitment process.

* Candidate Experience: A shorter time to hire enhances the candidate's perception of the company, improving the likelihood of offer acceptance.

* Operational Efficiency: Identifies bottlenecks in the hiring process and enables HR teams to make data-driven improvements.

References: Oracle Fusion Cloud HCM - Talent Acquisition and Recruiting Metrics Guide.

NEW QUESTION # 22

Which three features are included in a Starter Configuration?

- A. Configuration of Oracle Cloud Applications
- B. Customization of standard features
- C. Artificial Intelligence capabilities
- D. Sample master data and transaction data
- E. Customer production data

Answer: A,C,D

Explanation:

Comprehensive and Detailed Explanation: A Starter Configuration in Oracle Fusion Cloud Applications provides a pre-built setup that organizations can use as a foundation for implementation. It includes:

* Sample Master and Transaction Data: Allows testing of configurations with predefined data models.

* Artificial Intelligence Capabilities: Enables AI-driven insights, recommendations, and automation within Oracle Cloud Applications.

* Configuration of Oracle Cloud Applications: Comes with pre-configured modules to facilitate rapid deployment.

References: Oracle Fusion Cloud HCM Implementation Guide - Starter Configurations and Embedded OMBPs.

NEW QUESTION # 23

How does AI Assist contribute to a more efficient and effective goal-setting process, ensuring goals are SMART (Specific, Measurable, Achievable, Relevant, Time-bound)?

- A. It automates reminders for goal review meetings, prompting timely discussions on progress.
- B. It uses job and company data to recommend specific goals that align with strategic objectives.
- C. It provides a library with pre-defined goals, allowing employees to set relevant objectives.

Answer: B

Explanation:

Comprehensive and Detailed Explanation: AI Assist leverages data intelligence to enhance goal-setting processes in Oracle Fusion Cloud HCM by ensuring alignment with organizational strategies.

* Data-Driven Goal Setting: AI suggests goals tailored to job roles and company objectives.

* SMART Goal Framework: Ensures that objectives are structured for measurable success.

* Automated Alignment: Reduces manual efforts by providing recommended goals based on organizational priorities.

References: Oracle Fusion Cloud HCM - Goal Setting and Performance Optimization Guide.

NEW QUESTION # 24

How do Guided Journeys assist hiring managers in streamlining the recruitment process and improving hiring outcomes?

- A. It offers real-time analytics and insights into candidate performance.
- B. It automates various recruitment tasks, such as resume screening and interview scheduling.
- C. It provides structured workflows and step-by-step guidance.

Answer: C

Explanation:

Comprehensive and Detailed Explanation: Guided Journeys in Oracle Fusion Cloud HCM support hiring managers by providing a structured approach to recruitment.

- * Step-by-Step Guidance: Ensures hiring managers follow best practices throughout the recruitment process.
 - * Process Efficiency: Reduces manual errors and ensures compliance with company policies.
 - * Candidate Experience Enhancement: Provides a smooth and structured onboarding experience for new hires.
- References: Oracle Fusion Cloud HCM - Recruitment and Onboarding Guide.

NEW QUESTION # 25

How do the AI applications, Dynamic Skills and AI Talent Best Match, contribute to a more efficient and successful hiring process?

- A. They offer advanced candidate assessment tools, such as virtual interview simulations.
- **B. They analyze job requirements and candidate profiles, providing precise skill matching and talent recommendations.**
- C. They enable automated candidate screening based on predefined criteria, allowing hiring managers to focus on high-potential candidates.

Answer: B

Explanation:

Comprehensive and Detailed Explanation: The Dynamic Skills and AI Talent Best Match applications leverage artificial intelligence to streamline hiring decisions.

- * AI-Driven Skill Matching: Identifies the best candidates based on required job competencies.
 - * Improved Talent Acquisition: Reduces the time spent on manual candidate evaluation.
 - * Data-Based Hiring Decisions: Enhances workforce planning by matching skills with organizational needs.
- References: Oracle Fusion Cloud HCM - AI-Based Talent Acquisition Guide.

NEW QUESTION # 26

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