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Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• Oracle Cloud Applications and Oracle Modern Best Practice (OMBP): This section of the exam measures the skills of cloud application specialists and covers the offerings and capabilities of Oracle Cloud Applications. It includes an overview of the Oracle HCM suite, explaining its key features, data flow, and integration points within the HCM OMBPs.
Topic 2	<ul style="list-style-type: none">• OMBPs for HR and Payroll: This section of the exam measures the skills of HR process analysts and covers workforce strategies within HR and Payroll. It includes an explanation of business process flows, design considerations, key takeaways, and metrics to measure workforce trends in these OMBPs.
Topic 3	<ul style="list-style-type: none">• Oracle Cloud Success Navigator and Oracle Cloud Quality Standards: This section of the exam measures the skills of cloud implementation consultants and emphasizes the importance of Cloud Success Navigator and Cloud Quality Standards for optimizing cloud solutions. It explains how OMBPs are embedded with Starter Configuration to streamline implementation processes.
Topic 4	<ul style="list-style-type: none">• OMBPs for Talent Acquisition and Talent Management: This section of the exam measures the skills of talent management consultants and focuses on the business process flow from recruit to onboard in Talent Management. It explains the design considerations, key takeaways, and metrics used to identify team skills and candidates within these OMBPs.
Topic 5	<ul style="list-style-type: none">• OMBPs for Workforce Management and Rewards: This section of the exam measures the skills of workforce management specialists and focuses on business process flows within Workforce Management. It includes key design considerations, takeaways, and metrics to ensure compliance in Workforce Management OMBPs.

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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q10-Q15):

NEW QUESTION # 10

Which work area provides the Benefits Administrator the ability to view a participant's real-time enrollment summary information?

- A. Benefits Extracts is used for extracting benefit data for integration with other systems.
- B. Evaluation and Reporting is used for analyzing and reporting benefit plan data.
- C. Plan Configuration is used for setting up and configuring benefit plans.
- **D. Benefits Service Center is used for managing and viewing participant data.**

Answer: D

Explanation:

Comprehensive and Detailed Explanation: The Benefits Service Center is the primary work area for Benefits Administrators to manage and monitor participant data in real-time.

* Real-Time Enrollment Monitoring: Administrators can view an employee's current benefit enrollment details.

* Data Accuracy & Compliance: Ensures that benefit records are up to date and comply with organizational policies.

* Seamless Administration: Provides a centralized platform for HR teams to manage benefits efficiently.

References: Oracle Fusion Cloud HCM - Benefits Administration Guide.

NEW QUESTION # 11

Which key feature of the Employee Experience to Business Outcome OMBP helps enhance collaboration and knowledge sharing across teams?

- A. Oracle's Community provides access to experts, peers, and practitioners to promote innovation and collaboration.
- **B. Communities of Practice, such as Oracle Connections, enable networking with employees having similar interests or roles.**
- C. Enterprise-Wide Knowledge Base allows employees to search for and access information, documents, and best practices.

Answer: B

Explanation:

Comprehensive and Detailed Explanation: The Communities of Practice feature in the Employee Experience to Business Outcome OMBP supports team collaboration by fostering engagement and knowledge sharing.

* Networking Opportunities: Employees can connect with colleagues who share similar interests or professional expertise.

* Enhanced Learning & Collaboration: Enables employees to share insights, best practices, and innovative ideas.

* Organizational Growth: Encourages cross-functional collaboration to improve business outcomes.

References: Oracle Fusion Cloud HCM - Employee Experience & Collaboration Guide.

NEW QUESTION # 12

Which three features are included in a Starter Configuration?

- **A. Configuration of Oracle Cloud Applications**
- B. Customization of standard features
- **C. Sample master data and transaction data**
- **D. Artificial Intelligence capabilities**
- 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 # 13

How does AI/ML contribute to the Align Goals and Business Objectives activity within Oracle Fusion Cloud HCM?

- A. AI-driven chatbots efficiently manage routine HR inquiries and policy clarifications.
- **B. AI/ML suggests employee goals tailored to job roles, aligning objectives with company strategy.**
- C. Predictive Analytics helps identify high-performing employees suitable for leadership positions.
- D. NLP (Natural Language Processing) Sentiment Analysis of Feedback helps gauge employee satisfaction.

Answer: B

Explanation:

Comprehensive and Detailed Explanation: Artificial Intelligence (AI) and Machine Learning (ML) in Oracle Fusion Cloud HCM enhance the alignment of individual goals with business objectives.

- * AI-Driven Goal Recommendations: Ensures employee objectives are aligned with company strategies.
- * Continuous Learning and Adjustments: Allows dynamic goal setting based on real-time business needs.
- * Employee Development and Performance Optimization: Encourages targeted development initiatives.

References: Oracle Fusion Cloud HCM - AI and Machine Learning in Performance Management Guide.

NEW QUESTION # 14

Which metric helps understand the correlation between data points and is useful in mitigating the risk of resentment and burnout?

- A. Absence and Time - Weekly Trend that monitors short-term absence and time-off patterns.
- **B. Weekly Absences and Overtime Trend that compares weekly absence and overtime patterns.**
- C. Total Sickness and Vacation Trend that provides a holistic view of sick and vacation leave.
- D. Monthly Overtime Hours that indicates potential overwork.

Answer: B

Explanation:

Comprehensive and Detailed Explanation: The Weekly Absences and Overtime Trend metric provides a comparative view of both absence patterns and overtime trends on a weekly basis. This helps organizations identify potential burnout risks by analyzing the correlation between excessive overtime and increased absenteeism.

* Mitigating Burnout: Employees who frequently work overtime without adequate rest may experience stress, fatigue, and reduced productivity. Tracking weekly trends helps HR teams take proactive measures, such as workload redistribution and wellness initiatives.

* Resentment Prevention: If some employees are consistently required to work overtime while others are frequently absent, it can lead to resentment in the workplace. This metric ensures fair workload distribution.

* Data-Driven Decision Making: Managers can analyze trends and take corrective actions, such as implementing flexible work policies or ensuring fair shift distribution.

References: Oracle Fusion Cloud HCM - Absence Management and Workforce Trends Analytics Guide.

NEW QUESTION # 15

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