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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q16-Q21):

NEW QUESTION # 16
What is the primary purpose of Oracle Cloud Success Navigator?

- A. Provision Oracle Cloud Applications
- B. Automate the migration of on-premises solutions to Oracle Cloud
- C. Provide a best practice framework with tools and guidance that support organizations in their Cloud journey
- D. Offer a platform for reporting bugs and issues with Oracle Cloud products

Answer: C

Explanation:

Comprehensive and Detailed Explanation:TheOracle Cloud Success Navigatoris designed to guide organizations throughout their cloud journey, ensuring they maximize their investment in Oracle Cloud Applications.

* Best Practice Framework:Offers structured guidance for planning, implementation, and continuous improvement.
* Adoption Assistance:Helps organizations optimize their Oracle Cloud deployment by following best practices.
* Tool and Support Availability:Provides access to tools and insights that facilitate successful cloud migration and long-term use.

References:Oracle Cloud Success Navigator Documentation - Best Practice Framework.

NEW QUESTION # 17

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:TheBenefits Service Centeris 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 # 18

How do Talent Management tools, such as automated reminders, pulse surveys, and in-the-moment check-ins, allow managers to track engagement of their team members?

- A. Ensure that employees are fully engaged in their role and focused on the tasks they should be performing.
- B. Promote regular engagement and interactions, while providing opportunities to measure team sentiment.
- C. Track performance record to identify employees for incentives and rewards.

Answer: B

Explanation:

Comprehensive and Detailed Explanation:Oracle Fusion Cloud HCM providesTalent Management tools that enhance employee engagement through frequent interactions and feedback mechanisms.

* Pulse Surveys & Check-ins:Enable managers to gauge employee sentiment in real time.
* Engagement Analytics:Helps organizations track workplace satisfaction and morale.
* Proactive Workforce Strategies:Encourages frequent communication, reducing employee turnover risks.

References:Oracle Fusion Cloud HCM - Employee Engagement and Performance Management Guide.

NEW QUESTION # 19

Which two metrics effectively evaluate the Benefits to Coverage OMBP in Oracle Fusion Cloud HCM?

- A. Provider Network Size, analyzes the variety of benefits providers available to employees.
- B. Benefits Enrollment Ratio, measures the proportion of eligible employees enrolling in benefits plans.
- C. Time to Process Claims, tracks the duration taken to process and approve benefits claims.
- D. Deduction Accuracy Rate, assesses the precision of payroll deductions for benefits, ensuring correct calculations.

Answer: C,D

Explanation:

Comprehensive and Detailed Explanation:TheBenefits to Coverage Objective Measurement and Benchmarking Practice (OMBPs)in

Oracle Fusion Cloud HCM help organizations assess the efficiency and effectiveness of their benefits administration processes. The two most crucial metrics are:
* Time to Process Claims:Measures the average time taken for processing benefits claims. A shorter processing time indicates an efficient benefits system that ensures employee satisfaction.
* Deduction Accuracy Rate:Evaluates payroll deductions' precision for employee benefits. Inaccuracies can lead to compliance issues, employee dissatisfaction, and payroll errors.
References:Oracle Fusion Cloud HCM - Benefits Administration and Payroll Integration Guide.

NEW QUESTION # 20
How is the Skills Center AI tool useful to employees in managing their future career?

- A. Adds relevant skills to the employee's career plan, in the form of development goals.
- B. Recommends skills essential for roles employees have added to their careers of interest.
- C. Provides access to a comprehensive skill library, enabling exploration and discovery of various competencies.

Answer: C

Explanation:
Comprehensive and Detailed Explanation:TheSkills Center AI toolin Oracle Fusion Cloud HCM helps employees navigate career growth by providing access to a robust skill library.
* Skill Discovery:Employees can explore different competencies and identify those aligned with their career aspirations.
* Personalized Recommendations:AI-driven insights help employees understand the skills they need for career progression.
* Learning and Development:Encourages continuous skill enhancement to align with industry trends and organizational needs.
References:Oracle Fusion Cloud HCM - Skills and Career Development Guide.

NEW QUESTION # 21
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