# Efficient 1z0-1162-1 - Latest Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Exam Pass4sure



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# Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details
Торіс 1	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.
Торіс 2	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 3	<ul> <li>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.</li> </ul>
Торіс 4	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 5

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.

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# Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q17-Q22):

# **NEW QUESTION #17**

What is the purpose of the Adoption Center in Oracle Cloud Success Navigator?

- A. It provides a platform for customers to submit feedback and suggest new features.
- B. It allows customers to explore new theme-based features and understand their innovation opportunities.
- C. It serves as a knowledge base containing FAQs and troubleshooting guides for common issues.
- D. It offers a library of case studies and success stories from existing Oracle Cloud customers.

# Answer: B

### Explanation:

Comprehensive and Detailed Explanation: The Adoption Centerwithin Oracle Cloud Success Navigator is designed to assist organizations in staying up to date with Oracle Cloud's latest features.

- \* Feature Exploration:Provides information about new and upcoming features that organizations can leverage for continuous innovation.
- \* User Engagement:Helps users understand how specific updates can enhance their business processes.
- \* Strategic Planning: Enables organizations to align their cloud adoption strategies with Oracle's innovation roadmap. References: Oracle Cloud Success Navigator Guide Adoption Center Features.

# **NEW QUESTION #18**

Identify three essential components of Oracle Me that empower users to manage their tasks and information efficiently.

- A. Goal Plans outlines individual or team objectives.
- B. Journeys provides personalized, step-by-step guidance for employees using workflows.
- C. Help Desk allows employees to submit HR-related inquiries through multiple channels.
- D. Touchpoints provides managers with personalized team insights and continuous engagement opportunities.
- E. All-in-one Evaluations provides a comprehensive approach to employee assessments.

# Answer: B,C,D

# Explanation:

Comprehensive and Detailed Explanation:Oracle Meis a comprehensive employee experience platform that enhances workforce engagement. Key components include:

- \* Help Desk:Enables employees to raise HR-related queries and get timely resolutions.
- \* Journeys: Provides guided workflows for employees to navigate tasks such as onboarding and career development.
- \* Touchpoints: Equips managers with data-driven insights to enhance employee engagement and productivity. References: Oracle Fusion Cloud HCM Oracle Me Employee Experience Guide.

# **NEW QUESTION #19**

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 provides Talent 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 #20**

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 provides a library with pre-defined goals, allowing employees to set relevant objectives.
- C. It uses job and company data to recommend specific goals that align with strategic objectives.

# Answer: C

#### Explanation:

Comprehensive and Detailed Explanation:AI Assistleverages 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 onorganizational priorities. References:Oracle Fusion Cloud HCM Goal Setting and Performance Optimization Guide.

# **NEW QUESTION #21**

Which three are key capabilities of Oracle Cloud Success Navigator?

- A. It offers preconfigured starter environments.
- B. It offers guidance for continuous innovation.
- C. It provides guidance for implementation.
- D. It is a place to renew your Oracle Cloud Service subscriptions.
- E. It is a source of online product documentation.

# Answer: A,B,C

#### Explanation:

Comprehensive and Detailed Explanation: The Oracle Cloud Success Navigator provides various tools and resources to help organizations make the most of their Oracle Cloud investment. Its key capabilities include:

- \* Guidance for Continuous Innovation: Helps organizations stay up to date with Oracle Cloud features and improvements.
- \* Implementation Guidance: Provides structured support to streamline the deployment of Oracle Cloud solutions.
- \* Preconfigured Starter Environments:Offers ready-to-use configurations that simplify adoption and implementation. References:Oracle Cloud Success Navigator Documentation Key Capabilities.

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