

Exam Dumps Oracle 1z0-1162-1 Free & 1z0-1162-1 Valid Exam Papers



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A growing number of people start to take the 1z0-1162-1 exam in order to gain more intensifying attention in the different field. It is known to us that the knowledge workers have been playing an increasingly important role all over the world, since we have to admit the fact that the 1z0-1162-1 certification means a great deal to a lot of the people, especially these who want to change the present situation and get a better opportunity for development. Our 1z0-1162-1 Exam Questions will help you make it to pass the 1z0-1162-1 exam and get the certification for sure.

Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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 5	• 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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Only The Valdest Exam Dumps 1z0-1162-1 Free Can Provide The Promise of Passing Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1

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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q20-Q25):

NEW QUESTION # 20

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

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

Answer: D

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 # 21

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

Answer: A

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 # 22

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

- A. Evaluation and Reporting is used for analyzing and reporting benefit plan data.
- B. Benefits Extracts is used for extracting benefit data for integration with other systems.
- 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 # 23

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 OMBP 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 # 24

Which metric associated with the Workforce Plan to Budget OMBP is utilized in talent and financial planning?

- **A. Position Actual to Budget, for analyzing position cost variances, helping organizations identify how resources are allocated.**
- B. Benefits Cost per Employee, for assessing the efficiency of employee benefits programs and its impact on overall compensation costs.
- C. Time to Fill, for evaluating the efficiency of the Recruitment process, measuring the time it takes to fill open positions.

Answer: A

Explanation:

Comprehensive and Detailed Explanation: The Position Actual to Budget metric is essential in both talent management and financial planning as it helps HR and finance teams analyze cost variances between budgeted and actual workforce expenses.

- * Cost Control & Resource Allocation: Organizations can use this metric to track workforce expenditures and compare them with planned budgets, helping in financial decision-making.

- * Workforce Planning:Helps identify where budget constraints impact hiring or if additional resources need to be allocated.
- * Strategic Adjustments:If significant variances are detected, organizations can reevaluate hiring strategies, adjust budgets, or optimize workforce distribution.

References:Oracle Fusion Cloud HCM - Workforce Planning and Budgeting Guide.

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