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Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
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"> • 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	<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.

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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q19-Q24):

NEW QUESTION # 19

Which three are key capabilities of Oracle Cloud Success Navigator?

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

Answer: A,C,D

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.

NEW QUESTION # 20

How does payroll integration within the Absence Tracking to Compliant Absence Management OMBP help ensure compliance with labor regulations?

- **A. Absence records are automatically updated in the payroll system, ensuring accurate leave calculations for compensation.**

- B. Managers can define rules for leave accrual and carry-over, tailored to specific employee groups.
- C. System calculates and updates leave balances based on attendance, reducing manual errors.
- D. Regulatory reporting generates reports on leave usage and compliance, helping organizations meet legal reporting requirements.

Answer: A

Explanation:

Comprehensive and Detailed Explanation: Payroll integration within the Absence Tracking to Compliant Absence Management OMB helps ensure regulatory compliance by automating the synchronization of absence records and payroll data.

* Accurate Leave Calculations: The system automatically updates leave balances based on real-time attendance data, reducing errors that could result in incorrect salary deductions or overpayments.

* Regulatory Compliance: Integration ensures that absence records align with labor laws and organizational policies, reducing risks related to non-compliance.

* Efficiency and Transparency: Automating leave calculations in payroll reduces administrative overhead and enhances transparency in employee compensation.

References: Oracle Fusion Cloud HCM - Absence Management and Payroll Integration Guide.

NEW QUESTION # 21

Which three Oracle Redwood Design System UX features integrated with Oracle Fusion Cloud HCM Applications deliver a superior user experience?

- A. Nudges, such as visual cues, notifications to encourage users to take specific actions.
- B. Contextual Journeys, such as presenting different dashboards and actions to various levels of users.
- C. Secure Role Management, such as managing user roles and access rights relevant to specific job functions.
- D. Standardized User Experience for reducing the learning curve and improving usability.
- E. Embedded AI for intelligent recommendations, automating tasks, and predictive insights.

Answer: A,D,E

Explanation:

Comprehensive and Detailed Explanation: The Oracle Redwood Design System UX enhances the usability of Oracle Fusion Cloud HCM applications with modern and intuitive features:

* Nudges: Provide proactive reminders and notifications, improving user engagement.

* Standardized User Experience: Offers a consistent design across Oracle applications, reducing training efforts.

* Embedded AI: Supports automation, intelligent recommendations, and predictive insights to drive efficiency.

References: Oracle Redwood Design System - UX Features in Oracle Fusion Cloud HCM.

NEW QUESTION # 22

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 # 23

How do the Talent Review dashboards contribute to manager productivity within the Goals and Performance activity, ensuring a more efficient and effective goal management?

- A. They help assess employee engagement and satisfaction by analyzing performance data and feedback.
- B. They help identify skill gaps and training needs based on performance data.
- **C. They provide a comprehensive view of team performance, including key metrics, goals, and development plans.**
- D. They offer advanced analytics to predict employee performance and potential, which helps identify high-performing individuals for leadership roles.

Answer: C

Explanation:

Comprehensive and Detailed Explanation: The Talent Review dashboards in Oracle Fusion Cloud HCM help managers make informed decisions about workforce planning and employee performance management.

* Comprehensive Performance Overview: Offers a centralized dashboard to track key performance indicators (KPIs).

* Data-Driven Decisions: Enables managers to assess workforce strengths and address skill gaps.

* Strategic Workforce Planning: Supports leadership development and succession planning.

References: Oracle Fusion Cloud HCM - Talent Review and Workforce Analytics Guide.

NEW QUESTION # 24

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