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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q21-Q26):

NEW QUESTION # 21
Which three features are included in a Starter Configuration?

- A. Sample master data and transaction data
- B. Artificial Intelligence capabilities
- C. Customer production data
- D. Customization of standard features
- E. Configuration of Oracle Cloud Applications

Answer: A,B,E

Explanation:
Comprehensive and Detailed Explanation:AStarter Configurationin 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 # 22
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:TheCommunities of Practicefeature in theEmployee Experience to Business Outcome OMBPsupports team collaboration by fostering engagement and knowledge sharing.
* Networking Opportunities:Employees can connect with colleagues who share similarinterests 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 # 23
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 uses job and company data to recommend specific goals that align with strategic objectives.
- B. It provides a library with pre-defined goals, allowing employees to set relevant objectives.
- C. It automates reminders for goal review meetings, prompting timely discussions on progress.

Answer: A

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 # 24
What is the key benefit of embedding OMBPs in a Starter Configuration?

- A. Provides a platform for customers to access third-party Oracle Fusion Applications configurations.
- B. Provides a standard configuration that supports solution-led implementation of Oracle Fusion Applications.
- C. Provides a fully customized setup of Oracle Fusion Applications implementations.

Answer: B

Explanation:
Comprehensive and Detailed Explanation:OracleObjective Measurement and Benchmarking Practices (OMBPs)in Starter Configuration serve as predefined, industry-standard configurations. These configurations enable organizations to streamline the setup process and adopt best practices without needing extensive customization.
* Accelerated Implementation:By leveraging predefined configurations, organizations can reduce the time required for deployment and minimize setup errors.
* Solution-Led Approach:Provides organizations with a ready-to-use framework that alignswith best practices in enterprise resource planning (ERP) and human capital management (HCM).

* Scalability and Flexibility:While the starter configuration provides a foundation, organizations can still customize settings to meet specific business needs.
References:Oracle Fusion Cloud HCM Implementation Guide - Starter Configurations and Embedded OMBPs.

NEW QUESTION # 25
How does AI/ML contribute to the Align Goals and Business Objectives activity within Oracle Fusion Cloud HCM?

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

Answer: A

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 # 26
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