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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q22-Q27):

NEW QUESTION # 22

Which key feature of the Employee Experience to Business Outcome OMBP helps enhance collaboration and knowledge sharing across teams?

- **A. Communities of Practice, such as Oracle Connections, enable networking with employees having similar interests or roles.**
- B. Oracle's Community provides access to experts, peers, and practitioners to promote innovation and collaboration.
- C. Enterprise-Wide Knowledge Base allows employees to search for and access information, documents, and best practices.

Answer: A

Explanation:

Comprehensive and Detailed Explanation: The Communities of Practice feature in the Employee Experience to Business Outcome OMBP supports team collaboration by fostering engagement and knowledge sharing.

* Networking Opportunities: Employees can connect with colleagues who share similar interests 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

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

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

Answer: C

Explanation:

Comprehensive and Detailed Explanation: The Adoption Center within 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 # 24

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

- **A. Benefits Service Center is used for managing and viewing participant data.**
- B. Evaluation and Reporting is used for analyzing and reporting benefit plan data.
- C. Benefits Extracts is used for extracting benefit data for integration with other systems.
- D. Plan Configuration is used for setting up and configuring benefit plans.

Answer: A

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 # 25

Which metric helps understand the correlation between data points and is useful in mitigating the risk of resentment and burnout?

- **A. Absence and Time - Weekly Trend that monitors short-term absence and time-off patterns.**

- B. Total Sickness and Vacation Trend that provides a holistic view of sick and vacation leave.
- C. Monthly Overtime Hours that indicates potential overwork.
- D. Weekly Absences and Overtime Trend that compares weekly absence and overtime patterns.

Answer: D

Explanation:

Comprehensive and Detailed Explanation: The Weekly Absences and Overtime Trend metric provides a comparative view of both absence patterns and overtime trends on a weekly basis. This helps organizations identify potential burnout risks by analyzing the correlation between excessive overtime and increased absenteeism.

* Mitigating Burnout: Employees who frequently work overtime without adequate rest may experience stress, fatigue, and reduced productivity. Tracking weekly trends helps HR teams take proactive measures, such as workload redistribution and wellness initiatives.

* Resentment Prevention: If some employees are consistently required to work overtime while others are frequently absent, it can lead to resentment in the workplace. This metric ensures fair workload distribution.

* Data-Driven Decision Making: Managers can analyze trends and take corrective actions, such as implementing flexible work policies or ensuring fair shift distribution.

References: Oracle Fusion Cloud HCM - Absence Management and Workforce Trends Analytics Guide.

NEW QUESTION # 26

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 taken from the initial job offer to the candidate's acceptance, providing insights into the efficiency of the hiring process.
- B. 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.
- C. It uses historical data to forecast the future performance of new hires, aiding in talent retention.

Answer: A

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 # 27

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