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Oracle HCM Business Process Foundations Associate Rel 1
Sample Questions (Q12-Q17):

NEW QUESTION # 12
A company is setting up their goal management system and would like to be able to have goals aligned to the employee's performance as well as to the entire company. This ensures that all employees are work toward a common goal. Their IT Manager has confirmed that in Goal Management they are able to manage and track two types of goals. Identify those types of goals.

- A. Individual and Assigned
- B. Organizational and Performance
- C. Individual and Performance
- D. Individual and Organizational

Answer: D

Explanation:
Explanation
In Goal Management, organizations are able to set and track two types of goals: individual goals, which are specific to an individual employee, and organizational goals, which ensure organization-wide goals that all employees should work towards. For example, an individual goal could be to increase sales by a certain percentage, while an organizational goal might be to reduce costs by a certain amount. Reference: Oracle HCM Business Process Foundations Associate Rel 1, Chapter 7 - Goals, page 32

NEW QUESTION # 13
An HR Administrator has designed the performance evaluation process to rate the competencies tied to an employee role. The administrator also designed the ability to rate how an employee progressed throughout the year to show areas where they have improved. The performance evaluation is designed in such a way that employees can rate their competencies. Other than this information, what criteria is required?

- A. Skills
- B. Job Role
- C. Goals
- D. Communication Style

Answer: C

Explanation:
Goals provide a framework for employees to focus on achieving targets that align with the company's objectives. The performance evaluation process should be tied to the employee's goals, and the goals should be specific, measurable, achievable, relevant, and time-bound. By aligning the performance evaluation process with the employee's goals, the administrator can measure the progress of the employee, identify areas where the employee needs improvement, and provide feedback to help the employee achieve their goals.

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Oracle 1z0-1108-2 Exam Syllabus Topics:

Topic	Details
Topic 1	• Sales Order to Subscription: This domain tests the knowledge of Subscription Managers and Customer Success Specialists in transitioning sales orders into subscription models. It covers setting up recurring billing, managing subscription lifecycles, and ensuring ongoing customer satisfaction.

Topic 2	• Sales Play to Key Account Opportunity: This section measures the skills of Key Account Managers and Account Executives in executing targeted sales strategies to identify and manage key account opportunities. It focuses on customizing sales approaches, leveraging Oracle Sales analytics for account prioritization, and aligning sales efforts with customer needs.
Topic 3	• Converting Life Cycle: This section evaluates the expertise of Lead Conversion Managers and Sales Representatives in transitioning prospects into qualified leads and opportunities. It emphasizes techniques for nurturing leads through personalized engagement strategies and aligning these processes with Oracle Sales automation features.
Topic 4	• Lead Management from Lead to Opportunity: This section measures the skills of Lead Administrators and Sales Pipeline Managers in managing leads and converting them into opportunities. It includes setting up lead scoring, assigning leads to sales teams, and ensuring seamless handoff from marketing to sales.
Topic 5	• Order to Close Opportunit: This section evaluates the expertise of Sales Closers and Deal Managers in finalizing sales opportunities and managing orders. It includes configuring approval workflows, tracking closure metrics, and ensuring seamless handoff to fulfillment teams.
Topic 6	• Lead Generation from Social Prospect to Lead: This domain tests the knowledge of Social Media Managers and Sales Operations Specialists in transforming social media interactions into actionable leads. It covers using Oracle Sales tools to track, categorize, and prioritize social leads for efficient conversion.
Topic 7	• Vendor Lead to Channel Opportunity: This section evaluates the expertise of Channel Sales Managers and Partner Relationship Managers in handling vendor-generated leads and converting them into channel opportunities. It covers configuring partner portals, tracking channel opportunities, and aligning vendor and partner workflows.

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Oracle Sales Business Process Foundations Associate Rel 2 Sample Questions (Q20-Q25):

NEW QUESTION # 20
Which four job roles participate in the Acquiring Life Cycle?

- A. Lead Specialist
- B. Sales Manager
- C. Marketing Manager
- D. Channel Manager
- E. Marketing Vice President
- F. Sales Representative

Answer: A,B,D,F

Explanation:
The Acquiring Life Cycle in Oracle CX Sales focuses on lead generation and early engagement. The "Channel Manager" (B) drives partner-led acquisition. The "Sales Manager" (C) supervises the process. The "Sales Representative" (D) engages prospects. The "Lead Specialist" (F) manages lead generation and qualification. The "Marketing Vice President" (A) and "Marketing Manager" (E) are strategic, not operational, roles in this cycle. The corrected answer (Ans: 2, 3, 4, 6) aligns with Oracle's acquisition workflow.

NEW QUESTION # 21
Charles is the Sales Representative for key account Ajax Inc. Carole is the Sales Manager, Catherine is the Sales Director, Carlos is the Marketing Director, and Clarice is the Marketing Vice President. Which two people are primarily responsible for analyzing customer onboarding calls?

- A. Charles
- B. Carole
- C. Clarice
- D. Catherine
- E. Carlos

Answer: A,B

Explanation:
Analyzing customer onboarding calls falls to sales roles directly involved with the account. "Charles" (A), the Sales Representative, handles day-to-day interactions and gathers insights from calls. "Carole" (C), the Sales Manager, oversees the process and ensures alignment with sales goals. "Catherine" (D), "Carlos" (E), and "Clarice" (B) are higher-level or marketing roles, less involved in operational analysis. The corrected answer (Ans: 1, 3) fits Oracle's sales team responsibilities.

NEW QUESTION # 22
Which statement about quote generation is incorrect?

- A. Once a quote is complete, it is immediately sent to the customer for approval.
- B. Quotes are created based on the product details in the opportunity.
- C. The quoting application may add products and services vital for a successful solution.
- D. Discounts may be applied to the quote during the quote generation process.

Answer: A

Explanation:
In Oracle CX Sales, quote generation follows a structured process. "Discounts may be applied" (B) is correct, as discounts are configurable during quoting. "Quotes are created based on opportunity product details" (C) is accurate, linking quotes to opportunities. "Adding vital products/services" (D) is possible to ensure a complete solution. However, "immediately sent to the customer" (A) is incorrect because quotes typically require internal review or approval (e.g., for out-of-policy discounts) before being sent, making this the incorrect statement (RDS: 1).

NEW QUESTION # 23
In the Channel Lead to Vendor Opportunity process, Ben, a Partner Sales Representative, has accepted a lead and conducted promising conversations with the customer, leading him to qualify the lead. Once the lead is qualified, what is the next action Ben will take?

- A. Convert the lead
- B. Reject the lead
- C. Transfer the lead
- D. Retire the lead
- E. Escalate the lead

Answer: A

Explanation:
After qualifying a lead in Oracle CX Sales, the next step is to "Convert the lead" (D) into an opportunity if it meets criteria, which Ben does after promising conversations. "Retire the lead" (A) or "Reject the lead" (C) applies to unqualified leads. "Escalate the lead" (B) involves higher review, unnecessary here. "Transfer the lead" (E) shifts ownership, not applicable post-qualification. The answer (Ans: 4) follows Oracle's lead-to-opportunity conversion process.

NEW QUESTION # 24

Which job role is responsible for accepting leads, qualifying leads, and converting leads to opportunities?

- A. Partner Sales Manager
- B. Channel Sales Manager
- C. Sales Director
- D. Sales Manager

Answer: D

Explanation:
The "Sales Manager" (D) in Oracle CX Sales oversees the full lead process-accepting, qualifying, and converting-especially in direct sales contexts, ensuring team execution. The "Sales Director" (A) is too senior, focusing on strategy. The "Channel Sales Manager" (B) and "Partner Sales Manager" (C) manage channel or partner activities, not direct lead handling. The answer (Ans: 4) fits Oracle's sales management scope.

NEW QUESTION # 25
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