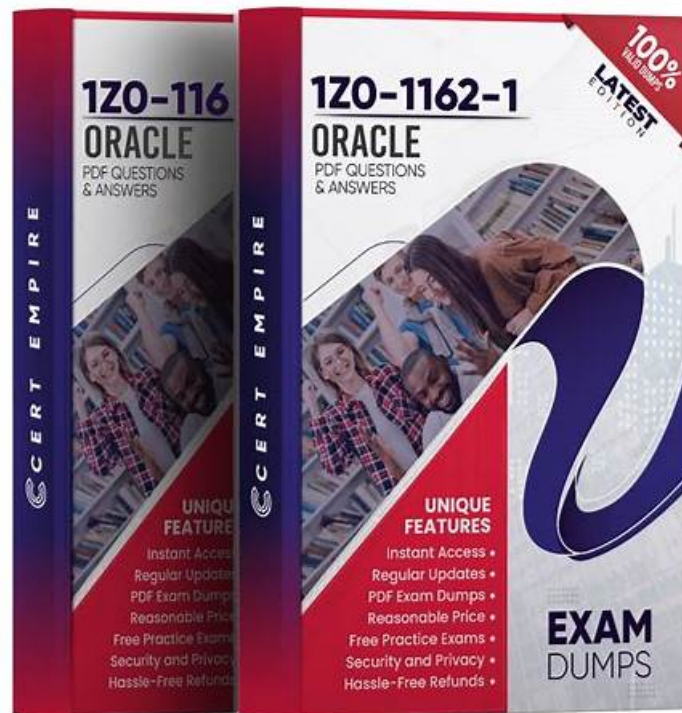


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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q10-Q15):

NEW QUESTION # 10

How do Guided Journeys assist hiring managers in streamlining the recruitment process and improving hiring outcomes?

- A. It automates various recruitment tasks, such as resume screening and interview scheduling.

- B. It provides structured workflows and step-by-step guidance.
- C. It offers real-time analytics and insights into candidate performance.

Answer: B

Explanation:

Comprehensive and Detailed Explanation: Guided Journeys in Oracle Fusion Cloud HCM support hiring managers by providing a structured approach to recruitment.

- * Step-by-Step Guidance: Ensures hiring managers follow best practices throughout the recruitment process.
- * Process Efficiency: Reduces manual errors and ensures compliance with company policies.
- * Candidate Experience Enhancement: Provides a smooth and structured onboarding experience for new hires.

References: Oracle Fusion Cloud HCM - Recruitment and Onboarding Guide.

NEW QUESTION # 11

How is the Skills Center AI tool useful to employees in managing their future career?

- A. Provides access to a comprehensive skill library, enabling exploration and discovery of various competencies.
- B. Recommends skills essential for roles employees have added to their careers of interest.
- C. Adds relevant skills to the employee's career plan, in the form of development goals.

Answer: A

Explanation:

Comprehensive and Detailed Explanation: The Skills Center AI tool in Oracle Fusion Cloud HCM helps employees navigate career growth by providing access to a robust skill library.

- * Skill Discovery: Employees can explore different competencies and identify those aligned with their career aspirations.
- * Personalized Recommendations: AI-driven insights help employees understand the skills they need for career progression.
- * Learning and Development: Encourages continuous skill enhancement to align with industry trends and organizational needs.

References: Oracle Fusion Cloud HCM - Skills and Career Development Guide.

NEW QUESTION # 12

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

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

Answer: C

Explanation:

Comprehensive and Detailed Explanation: Oracle Objective 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 aligns with 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 # 13

Identify three essential components of Oracle Me that empower users to manage their tasks and information efficiently.

- A. Touchpoints provides managers with personalized team insights and continuous engagement opportunities.
- B. Help Desk allows employees to submit HR-related inquiries through multiple channels.
- C. Goal Plans outlines individual or team objectives.
- D. Journeys provides personalized, step-by-step guidance for employees using workflows.

- E. All-in-one Evaluations provides a comprehensive approach to employee assessments.

Answer: A,B,D

Explanation:

Comprehensive and Detailed Explanation: Oracle Me is a comprehensive employee experience platform that enhances workforce engagement. Key components include:

- * Help Desk: Enables employees to raise HR-related queries and get timely resolutions.
- * Journeys: Provides guided workflows for employees to navigate tasks such as onboarding and career development.
- * Touchpoints: Equips managers with data-driven insights to enhance employee engagement and productivity.

References: Oracle Fusion Cloud HCM - Oracle Me Employee Experience Guide.

NEW QUESTION # 14

How do nudges enhance individual productivity within the context of Talent OMBPs?

- A. Nudges can be used to facilitate team collaboration by suggesting activities that promote knowledge sharing and collective problem-solving.
- **B. Nudges provide subtle reminders and suggestions to employees, encouraging them to take specific action.**
- C. Nudges offer real-time performance feedback, allowing employees to track their progress against goals.

Answer: B

Explanation:

Comprehensive and Detailed Explanation: Nudges in Oracle Fusion Cloud HCM serve as proactive prompts that encourage employees to stay on track with their responsibilities.

- * Behavioral Science-Based Design: Encourages small, positive actions that enhance productivity.
- * Timely Interventions: Helps employees meet deadlines and focus on important tasks.
- * Employee Engagement: Promotes proactive self-management and continuous improvement.

References: Oracle Fusion Cloud HCM - AI and Behavioral Science in Employee Productivity Guide.

NEW QUESTION # 15

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