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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q14-Q19):

NEW QUESTION # 14

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 uses historical data to forecast the future performance of new hires, aiding in talent retention.
- C. 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.

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 # 15

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

Answer: B

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 # 16

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 # 17

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

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

Answer: B

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 # 18

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 guidance for continuous innovation.
- D. It offers preconfigured starter environments.
- 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 # 19

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