

Oracle - 1z0-1162-1 - Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Useful Best Study Material



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Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Oracle Cloud Applications and Oracle Modern Best Practice (OMBP): This section of the exam measures the skills of cloud application specialists and covers the offerings and capabilities of Oracle Cloud Applications. It includes an overview of the Oracle HCM suite, explaining its key features, data flow, and integration points within the HCM OMBPs.
Topic 2	<ul style="list-style-type: none">OMBPs for HR and Payroll: This section of the exam measures the skills of HR process analysts and covers workforce strategies within HR and Payroll. It includes an explanation of business process flows, design considerations, key takeaways, and metrics to measure workforce trends in these OMBPs.
Topic 3	<ul style="list-style-type: none">Oracle Cloud Success Navigator and Oracle Cloud Quality Standards: This section of the exam measures the skills of cloud implementation consultants and emphasizes the importance of Cloud Success Navigator and Cloud Quality Standards for optimizing cloud solutions. It explains how OMBPs are embedded with Starter Configuration to streamline implementation processes.
Topic 4	<ul style="list-style-type: none">OMBPs for Workforce Management and Rewards: This section of the exam measures the skills of workforce management specialists and focuses on business process flows within Workforce Management. It includes key design considerations, takeaways, and metrics to ensure compliance in Workforce Management OMBPs.

Topic 5	<ul style="list-style-type: none"> • OMBPs for Talent Acquisition and Talent Management: This section of the exam measures the skills of talent management consultants and focuses on the business process flow from recruit to onboard in Talent Management. It explains the design considerations, key takeaways, and metrics used to identify team skills and candidates within these OMBPs.
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Exam 1z0-1162-1 Lab Questions, 1z0-1162-1 Exam Fee

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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q16-Q21):

NEW QUESTION # 16

How does the Workforce Plan to Budget OMBP assist organizations in optimizing their resource allocation?

- A. By analyzing market trends, competitor data, and industry benchmarks to inform talent acquisition and retention strategies.
- B. By creating a comprehensive workforce plan, identifying talent gaps, developing succession plans, and defining training needs.
- C. By forecasting talent needs and associated costs, aligning them with the organization's financial goals, and translating talent requirements into a budget.

Answer: C

Explanation:

Comprehensive and Detailed Explanation: The Workforce Plan to Budget OMBP allows organizations to align workforce planning with financial strategies to optimize resource allocation.

* Forecasting Talent Needs: Identifies short-term and long-term hiring requirements based on business growth projections.

* Cost Management: Helps organizations balance workforce expansion with budget constraints to avoid over-hiring or under-utilization of funds.

* Strategic Workforce Planning: Translates hiring requirements into a structured budget to ensure efficient allocation of financial resources.

References: Oracle Fusion Cloud HCM - Workforce Planning and Budgeting Guide.

NEW QUESTION # 17

What is the primary purpose of Oracle Cloud Success Navigator?

- A. Provision Oracle Cloud Applications
- B. Offer a platform for reporting bugs and issues with Oracle Cloud products
- C. Automate the migration of on-premises solutions to Oracle Cloud
- D. Provide a best practice framework with tools and guidance that support organizations in their Cloud journey

Answer: D

Explanation:

Comprehensive and Detailed Explanation: The Oracle Cloud Success Navigator is designed to guide organizations throughout their cloud journey, ensuring they maximize their investment in Oracle Cloud Applications.

* Best Practice Framework: Offers structured guidance for planning, implementation, and continuous improvement.

* Adoption Assistance: Helps organizations optimize their Oracle Cloud deployment by following best practices.

* Tool and Support Availability: Provides access to tools and insights that facilitate successful cloud migration and long-term use.

References: Oracle Cloud Success Navigator Documentation - Best Practice Framework.

NEW QUESTION # 18

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

- A. It offers real-time analytics and insights into candidate performance.
- B. It automates various recruitment tasks, such as resume screening and interview scheduling.
- C. It provides structured workflows and step-by-step guidance.

Answer: C

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 # 19

Which metric associated with the Workforce Plan to Budget OMBP is utilized in talent and financial planning?

- A. Position Actual to Budget, for analyzing position cost variances, helping organizations identify how resources are allocated.
- B. Time to Fill, for evaluating the efficiency of the Recruitment process, measuring the time it takes to fill open positions.
- C. Benefits Cost per Employee, for assessing the efficiency of employee benefits programs and its impact on overall compensation costs.

Answer: A

Explanation:

Comprehensive and Detailed Explanation: The Position Actual to Budget metric is essential in both talent management and financial planning as it helps HR and finance teams analyze cost variances between budgeted and actual workforce expenses.

- * Cost Control & Resource Allocation: Organizations can use this metric to track workforce expenditures and compare them with planned budgets, helping in financial decision-making.
- * Workforce Planning: Helps identify where budget constraints impact hiring or if additional resources need to be allocated.
- * Strategic Adjustments: If significant variances are detected, organizations can reevaluate hiring strategies, adjust budgets, or optimize workforce distribution.

References: Oracle Fusion Cloud HCM - Workforce Planning and Budgeting Guide.

NEW QUESTION # 20

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

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

Answer: A,C,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.

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