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Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
Topic 3	<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 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">• 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.

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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1

Sample Questions (Q18-Q23):

NEW QUESTION # 18

How do the Talent Review dashboards contribute to manager productivity within the Goals and Performance activity, ensuring a more efficient and effective goal management?

- A. They help assess employee engagement and satisfaction by analyzing performance data and feedback.
- B. **They provide a comprehensive view of team performance, including key metrics, goals, and development plans.**
- C. They offer advanced analytics to predict employee performance and potential, which helps identify high-performing individuals for leadership roles.
- D. They help identify skill gaps and training needs based on performance data.

Answer: B

Explanation:

Comprehensive and Detailed Explanation: The Talent Review dashboards in Oracle Fusion Cloud HCM help managers make informed decisions about workforce planning and employee performance management.

* Comprehensive Performance Overview: Offers a centralized dashboard to track key performance indicators (KPIs).

* Data-Driven Decisions: Enables managers to assess workforce strengths and address skill gaps.

* Strategic Workforce Planning: Supports leadership development and succession planning.

References: Oracle Fusion Cloud HCM - Talent Review and Workforce Analytics Guide.

NEW QUESTION # 19

How do Talent Management tools, such as automated reminders, pulse surveys, and in-the-moment check-ins, allow managers to track engagement of their team members?

- A. Track performance record to identify employees for incentives and rewards.
- B. **Promote regular engagement and interactions, while providing opportunities to measure team sentiment.**
- C. Ensure that employees are fully engaged in their role and focused on the tasks they should be performing.

Answer: B

Explanation:

Comprehensive and Detailed Explanation: Oracle Fusion Cloud HCM provides Talent Management tools that enhance employee engagement through frequent interactions and feedback mechanisms.

* Pulse Surveys & Check-ins: Enable managers to gauge employee sentiment in real time.

* Engagement Analytics: Helps organizations track workplace satisfaction and morale.

* Proactive Workforce Strategies: Encourages frequent communication, reducing employee turnover risks.

References: Oracle Fusion Cloud HCM - Employee Engagement and Performance Management Guide.

NEW QUESTION # 20

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

- A. Provides a platform for customers to access third-party Oracle Fusion Applications configurations.
- B. Provides a fully customized setup of Oracle Fusion Applications implementations.
- 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 # 21

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. Plan Configuration is used for setting up and configuring benefit plans.
- C. Evaluation and Reporting is used for analyzing and reporting benefit plan data.
- D. Benefits Extracts is used for extracting benefit data for integration with other systems.

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 # 22

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 from when a job is posted until the first candidate applies, providing insight into the efficiency of the recruiting process.
- B. 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.
- C. It uses historical data to forecast the future performance of new hires, aiding in talent retention.

Answer: B

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 # 23

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