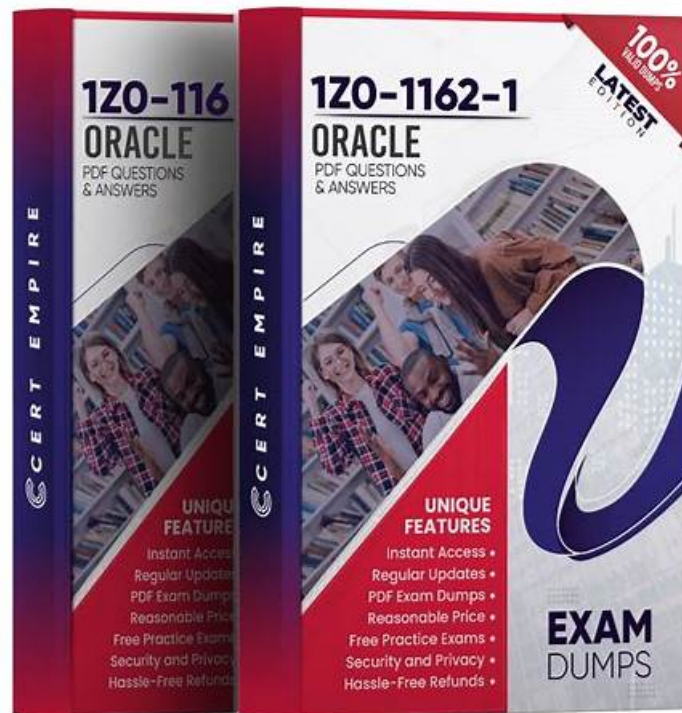


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### Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• Oracle Cloud Applications and Oracle Modern Best Practice (OMB): 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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

## Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q21-Q26):

### NEW QUESTION # 21

Which activity in the Recognition to Reward OMBP allows an administrator to access real-time insights during the compensation cycle?

- A. Monitor Global Efficiency and Compliance
- B. Model within Compensation Plans
- C. Ensure Local Fairness and Compliance
- **D. Review Team Compensation and KPIs**

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation: The Review Team Compensation and KPIs activity enables administrators to monitor compensation trends and key performance indicators in real-time.

\* Data-Driven Compensation Decisions: Provides insights into team compensation structures, allowing organizations to adjust rewards based on employee performance.

\* Real-Time Monitoring: Ensures that compensation distribution aligns with predefined policies, equity standards, and performance metrics.

\* Ensuring Fair Pay Practices: Helps HR professionals assess salary adjustments and bonuses for fairness across teams and departments.

References: Oracle Fusion Cloud HCM - Compensation and Rewards Management Guide.

### NEW QUESTION # 22

Which work area provides the Benefits Administrator the ability to view a participant's real-time enrollment summary information?

- A. Benefits Extracts is used for extracting benefit data for integration with other systems.
- **B. Benefits Service Center is used for managing and viewing participant data.**
- C. Evaluation and Reporting is used for analyzing and reporting benefit plan data.
- D. Plan Configuration is used for setting up and configuring benefit plans.

**Answer: B**

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 # 23

How do the AI applications, Dynamic Skills and AI Talent Best Match, contribute to a more efficient and successful hiring process?

- A. They enable automated candidate screening based on predefined criteria, allowing hiring managers to focus on high-potential candidates.
- B. They offer advanced candidate assessment tools, such as virtual interview simulations.
- C. They analyze job requirements and candidate profiles, providing precise skill matching and talent recommendations.

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation: The Dynamic Skills and AI Talent Best Match applications leverage artificial intelligence to streamline hiring decisions.

- \* AI-Driven Skill Matching: Identifies the best candidates based on required job competencies.
- \* Improved Talent Acquisition: Reduces the time spent on manual candidate evaluation.
- \* Data-Based Hiring Decisions: Enhances workforce planning by matching skills with organizational needs.

References: Oracle Fusion Cloud HCM - AI-Based Talent Acquisition Guide.

### NEW QUESTION # 24

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 # 25

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. Provide a best practice framework with tools and guidance that support organizations in their Cloud journey
- D. Automate the migration of on-premises solutions to Oracle Cloud

**Answer: C**

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 # 26

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