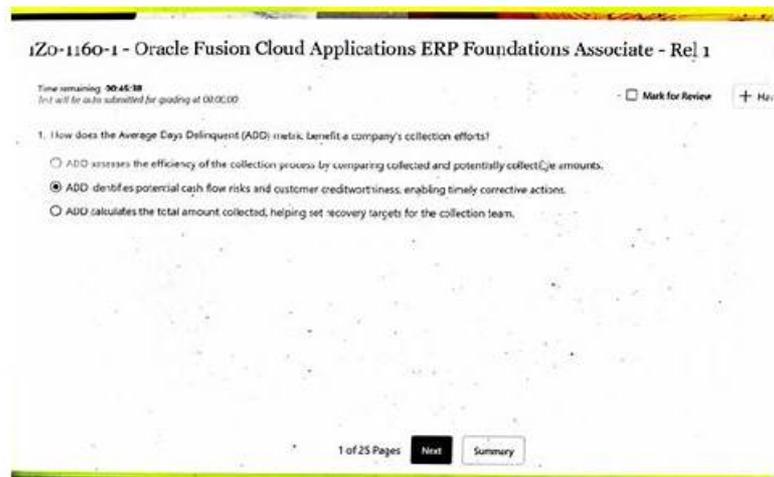


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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q23-Q28):

NEW QUESTION # 23

Which key feature of the Employee Experience to Business Outcome OMBP helps enhance collaboration and knowledge sharing across teams?

- A. Oracle's Community provides access to experts, peers, and practitioners to promote innovation and collaboration.
- B. Enterprise-Wide Knowledge Base allows employees to search for and access information, documents, and best practices.
- C. Communities of Practice, such as Oracle Connections, enable networking with employees having similar interests or roles.

Answer: C

Explanation:

Comprehensive and Detailed Explanation: The Communities of Practice feature in the Employee Experience to Business Outcome OMBP supports team collaboration by fostering engagement and knowledge sharing.

- * Networking Opportunities: Employees can connect with colleagues who share similar interests or professional expertise.
- * Enhanced Learning & Collaboration: Enables employees to share insights, best practices, and innovative ideas.
- * Organizational Growth: Encourages cross-functional collaboration to improve business outcomes.

References: Oracle Fusion Cloud HCM - Employee Experience & Collaboration Guide.

NEW QUESTION # 24

Which three are key capabilities of Oracle Cloud Success Navigator?

- A. It is a source of online product documentation.
- **B. It offers guidance for continuous innovation.**
- **C. It offers preconfigured starter environments.**
- **D. It provides guidance for implementation.**
- E. It is a place to renew your Oracle Cloud Service subscriptions.

Answer: B,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 # 25

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

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

Answer: A

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 # 26

How does payroll integration within the Absence Tracking to Compliant Absence Management OMBP help ensure compliance with labor regulations?

- A. Regulatory reporting generates reports on leave usage and compliance, helping organizations meet legal reporting requirements.
- **B. Absence records are automatically updated in the payroll system, ensuring accurate leave calculations for compensation.**
- C. System calculates and updates leave balances based on attendance, reducing manual errors.
- D. Managers can define rules for leave accrual and carry-over, tailored to specific employee groups.

Answer: B

Explanation:

Comprehensive and Detailed Explanation: Payroll integration within the Absence Tracking to Compliant Absence Management

OMBPhelps ensure regulatory compliance by automating the synchronization of absence records and payroll data.

* **Accurate Leave Calculations:**The system automatically updates leave balances based on real-time attendance data, reducing errors that could result in incorrect salary deductions or overpayments.

* **Regulatory Compliance:**Integration ensures that absence records align with labor laws and organizational policies, reducing risks related to non-compliance.

* **Efficiency and Transparency:**Automating leave calculations in payroll reduces administrative overhead and enhances transparency in employee compensation.

References:Oracle Fusion Cloud HCM - Absence Management and Payroll Integration Guide.

NEW QUESTION # 27

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

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

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 # 28

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