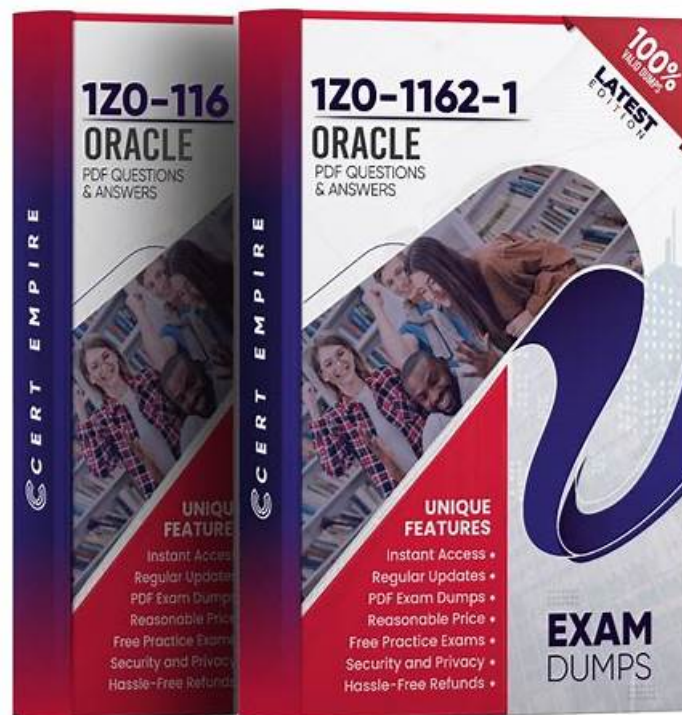


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## Oracle 1z0-1162-1 Exam Syllabus Topics:

| Topic   | Details                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <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> |
| 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>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.</li></ul>                  |
|         |                                                                                                                                                                                                                                                                                                                                                                                                                                |

|         |                                                                                                                                                                                                                                                                                                                                                                       |
|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 4 | <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 5 | <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> |

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## **Oracle 1z0-1162-1 Exam | Reliable 1z0-1162-1 Dumps Sheet - Pass Guaranteed for 1z0-1162-1: Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Exam**

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### **Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q15-Q20):**

#### **NEW QUESTION # 15**

Which three features are included in a Starter Configuration?

- A. Customization of standard features
- B. Customer production data
- **C. Configuration of Oracle Cloud Applications**
- **D. Artificial Intelligence capabilities**
- **E. Sample master data and transaction data**

**Answer: C,D,E**

Explanation:

Comprehensive and Detailed Explanation: A Starter Configuration in Oracle Fusion Cloud Applications provides a pre-built setup that organizations can use as a foundation for implementation. It includes:

\* Sample Master and Transaction Data: Allows testing of configurations with predefined data models.

\* Artificial Intelligence Capabilities: Enables AI-driven insights, recommendations, and automation within Oracle Cloud Applications.

\* Configuration of Oracle Cloud Applications: Comes with pre-configured modules to facilitate rapid deployment.

References: Oracle Fusion Cloud HCM Implementation Guide - Starter Configurations and Embedded OMBPs.

#### **NEW QUESTION # 16**

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. Review Team Compensation and KPIs**
- C. Ensure Local Fairness and Compliance
- D. Model within Compensation Plans

**Answer: B**

**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 # 17**

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 # 18**

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 standard configuration that supports solution-led implementation of Oracle Fusion Applications.**
- C. Provides a fully customized setup of Oracle Fusion Applications implementations.

**Answer: B**

**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 # 19**

Which three Oracle Redwood Design System UX features integrated with Oracle Fusion Cloud HCM Applications deliver a superior user experience?

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