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Oracle 1z0-1162-1 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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 5	• 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.

Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q24-Q29):

NEW QUESTION # 24
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:TheBenefits Service Centeris 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 # 25
What is the key benefit of embedding OMBPs in a Starter Configuration?

- A. Provides a standard configuration that supports solution-led implementation of Oracle Fusion Applications.
- B. Provides a platform for customers to access third-party Oracle Fusion Applications configurations.
- C. Provides a fully customized setup of Oracle Fusion Applications implementations.

Answer: A

Explanation:
Comprehensive and Detailed Explanation:OracleObjective 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 alignswith 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 # 26
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 taken from the initial job offer to the candidate's acceptance, providing insights into the efficiency of the hiring process.

- B. 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.
- C. It uses historical data to forecast the future performance of new hires, aiding in talent retention.

Answer: A

Explanation:
Comprehensive and Detailed Explanation:TheTime to Hiremetric in theAttract Talent to Onboard New Hires OMBPassesses 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 # 27

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:TheDynamic SkillsandAI Talent Best Matchapplications leverage artificial intelligence tostreamline 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 # 28

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

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

Answer: C

Explanation:
Comprehensive and Detailed Explanation:Payroll integration within theAbsence 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 # 29

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