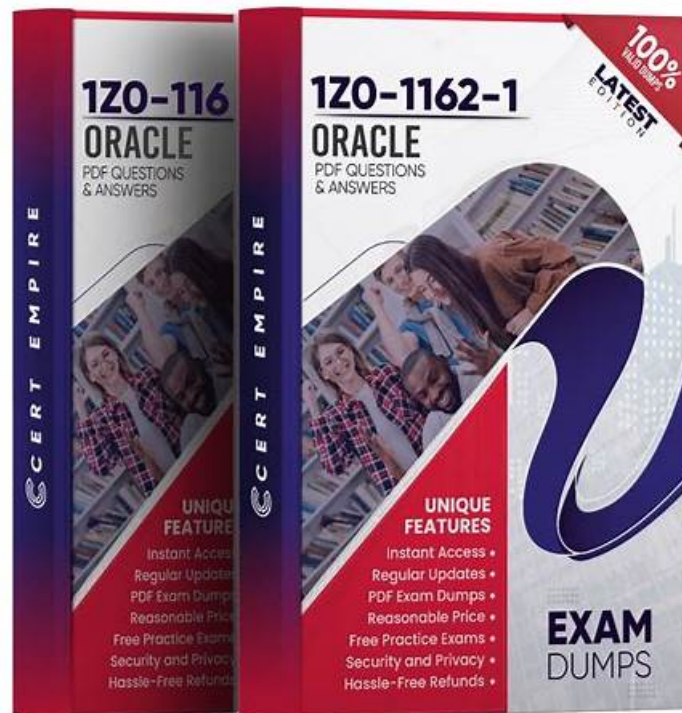


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Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q22-Q27):

NEW QUESTION # 22

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 identify skill gaps and training needs based on performance data.
- **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 assess employee engagement and satisfaction by analyzing performance data and feedback.

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 # 23

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

- **A. Standardized User Experience for reducing the learning curve and improving usability.**
- B. Secure Role Management, such as managing user roles and access rights relevant to specific job functions.
- **C. Nudges, such as visual cues, notifications to encourage users to take specific actions.**
- D. Contextual Journeys, such as presenting different dashboards and actions to various levels of users.
- **E. Embedded AI for intelligent recommendations, automating tasks, and predictive insights.**

Answer: A,C,E

Explanation:

Comprehensive and Detailed Explanation: The Oracle Redwood Design System UX enhances the usability of Oracle Fusion Cloud HCM applications with modern and intuitive features:

* Nudges: Provide proactive reminders and notifications, improving user engagement.

* Standardized User Experience: Offers a consistent design across Oracle applications, reducing training efforts.

* Embedded AI: Supports automation, intelligent recommendations, and predictive insights to drive efficiency.

References: Oracle Redwood Design System - UX Features in Oracle Fusion Cloud HCM.

NEW QUESTION # 24

Which three features are included in a Starter Configuration?

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

Answer: B,C,D

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 # 25

Which metric helps understand the correlation between data points and is useful in mitigating the risk of resentment and burnout?

- A. Absence and Time - Weekly Trend that monitors short-term absence and time-off patterns.
- B. Monthly Overtime Hours that indicates potential overwork.
- **C. Weekly Absences and Overtime Trend that compares weekly absence and overtime patterns.**
- D. Total Sickness and Vacation Trend that provides a holistic view of sick and vacation leave.

Answer: C

Explanation:

Comprehensive and Detailed Explanation: The Weekly Absences and Overtime Trend metric provides a comparative view of both absence patterns and overtime trends on a weekly basis. This helps organizations identify potential burnout risks by analyzing the correlation between excessive overtime and increased absenteeism.

* Mitigating Burnout: Employees who frequently work overtime without adequate rest may experience stress, fatigue, and reduced productivity. Tracking weekly trends helps HR teams take proactive measures, such as workload redistribution and wellness initiatives.

* Resentment Prevention: If some employees are consistently required to work overtime while others are frequently absent, it can lead to resentment in the workplace. This metric ensures fair workload distribution.

* Data-Driven Decision Making: Managers can analyze trends and take corrective actions, such as implementing flexible work policies or ensuring fair shift distribution.

References: Oracle Fusion Cloud HCM - Absence Management and Workforce Trends Analytics Guide.

NEW QUESTION # 26

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. Evaluation and Reporting is used for analyzing and reporting benefit plan data.
- C. Plan Configuration is used for setting up and configuring benefit plans.
- **D. Benefits Service Center is used for managing and viewing participant data.**

Answer: D

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 # 27

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