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## Oracle Fusion Cloud Applications HCM Foundations Associate - Rel 1 Sample Questions (Q10-Q15):

### NEW QUESTION # 10

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: 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 # 11

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 the Absence Tracking to Compliant Absence Management OMBP helps 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 # 12

What two metrics from the Attract Talent to Onboard New Hires OMBP assist an organization in evaluating its recruiting effectiveness and making data-driven decisions?

- A. New Hire Turnover Rate, tracks the rate at which new employees leave the company.
- **B. Time to Fill a Position, measures the time from a position becoming vacant to being filled.**
- C. Time to Onboard, records the time it takes to complete the onboarding process.
- D. Source of Hire, identifies the channels or sources from where successful hires are made.
- **E. Offer Acceptance Rate, tracks percentage of job offers accepted by candidates.**

**Answer: B,E**

Explanation:

Comprehensive and Detailed Explanation: Two key metrics in the Attract Talent to Onboard New Hires OMBP that measure recruitment effectiveness are:

\* Offer Acceptance Rate: Reflects the attractiveness of job offers and the employer brand, helping organizations refine compensation and engagement strategies.

\* Time to Fill a Position: Measures the duration from job vacancy creation to successful hiring, allowing HR teams to optimize workforce planning.

References: Oracle Fusion Cloud HCM - Recruiting Effectiveness and Workforce Planning Guide.

### NEW QUESTION # 13

How does AI Assist contribute to a more efficient and effective goal-setting process, ensuring goals are SMART (Specific, Measurable, Achievable, Relevant, Time-bound)?

- A. It automates reminders for goal review meetings, prompting timely discussions on progress.
- B. It provides a library with pre-defined goals, allowing employees to set relevant objectives.
- **C. It uses job and company data to recommend specific goals that align with strategic objectives.**

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation: AI Assist leverages data intelligence to enhance goal-setting processes in Oracle Fusion Cloud HCM by ensuring alignment with organizational strategies.

\* Data-Driven Goal Setting: AI suggests goals tailored to job roles and company objectives.

\* SMART Goal Framework: Ensures that objectives are structured for measurable success.

\* Automated Alignment: Reduces manual efforts by providing recommended goals based on organizational priorities.

References: Oracle Fusion Cloud HCM - Goal Setting and Performance Optimization Guide.

#### NEW QUESTION # 14

Which metric associated with the Workforce Plan to Budget OMBP is utilized in talent and financial planning?

- A. Benefits Cost per Employee, for assessing the efficiency of employee benefits programs and its impact on overall compensation costs.
- **B. Position Actual to Budget, for analyzing position cost variances, helping organizations identify how resources are allocated.**
- C. Time to Fill, for evaluating the efficiency of the Recruitment process, measuring the time it takes to fill open positions.

**Answer: B**

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 # 15

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