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QUESTIONS & ANSWERS

DEMO VERSION

(LIMITED CONTENT)

Question 1

Question Type: MultipleChoice

Which are the two elements that make up the Hire to Retire process?

Options:

A- Managing the employee's life cycle

B- Managing the employee's talent profiles

C- Managing the employee's benefits and compensation

D- Adding new hires

Answer:

A, D

Explanation:

The Hire to Retire process involves managing the employee's life cycle from when they are hired to when they retire from the organization. This includes activities such as adding new hires, managing the employee's talent profiles, and managing the employee's benefits and compensation.

https://blogs.oracle.com/oraclehcm/post/hire-to-retire-rethinking-hr-with-oracle-hcm-cloud

Question 2

Question Type: MultipleChoice

Which is the first critical path of payroll processing?

Options:

A- Calculate Payroll

B- Archive Periodic Payroll Results

C- Electronic Funds Transfer (EFT) Process

D- Calculate Prepayments

Answer:

A

Explanation:

The first critical path of payroll processing is to calculate payroll. This involves calculating wages, deductions, and taxes for all employees in the system, taking into account any payroll rules, policies, or other regulations. After calculating payroll, the results can then be archived, payments can be made via Electronic Funds Transfer (EFT), and any prepayments can be calculated.

https://www.oracle.com/human-capital-management/payroll/

Question 3

Question Type: MultipleChoice

As the Director of IT, you understand that security roles are important to your organization and would like employee profiles to be kept as confidential as possible and to be viewed and managed by the employee and their manager. Apart from an employee and manager, what other role is able to add goals to an employee's development plan?

Options:

A- An Administrator
B- An IT Specialist
C- An HR Specialist
D- An Implementer

Answer:

C

Explanation:

This role is able to add goals to an employee's development plan2. An Administrator, an IT Specialist and an Implementer are not related to employee development plans.

Question 4

Question Type: MultipleChoice

An HR Administrator has designed the performance evaluation process to suit the competencies tied to an employee role. The administrator also designed the ability to rate how an employee progressed throughout the year to show areas where they have improved. The performance evaluation is designed in such a way that employees can rate their competencies. Other than this information, what criteria is required?

Options:

A- Skills
B- Job Role
C- Goals
D- Communication Style

Answer:

C

Explanation:

Goals provide a framework for employees to focus on achieving targets that align with the company's objectives. The performance evaluation process should be tied to the employee's goals, and the goals should be specific, measurable, achievable, relevant, and time-bound. By aligning the performance evaluation process with the employee's goals, the administrator can measure the progress of the employee, identify areas where the employee needs improvement, and provide feedback to help the employee achieve their goals.

https://education.oracle.com/business-process-training

Question 5

Question Type: MultipleChoice

As a Talent Manager, one of your goals for the year is to create a plan to retain your top talent. You would like to set up a Talent Review meeting with Managers to better assess their workforce in how you can build a plan for each worker. As you start to develop your plan, which among the following options is one of the main aspects you will need to create a successful Talent Review meeting for?

Options:

A- Worker Hire Dates
B- Manager feedback
C- Worker salaries
D- Meeting Review Content

Answer:

D

Explanation:

According to Oracle HCM documentation1, one of the main aspects you will need to create a successful Talent Review meeting ismeeting review content.

Meeting review content includes:

The talent review dashboard, which displays various charts and graphs that help you assess the talent pool and identify talent risks and opportunities2.

The notes and tasks that you can create and assign during the meeting preparation or facilitation to capture feedback, action items, and follow-up activities1.

The goals and performance ratings of the individuals being reviewed, which help you evaluate their current achievements and potential3.

The succession plans and candidates for key positions, which help you develop a leadership pipeline and mitigate talent gaps4.

https://docs.oracle.com/en/cloud/saas/talent-management/21d/fautr/talent-review-meetings-conducting.html

Question 6

Question Type: MultipleChoice

What is the single desired outcome of the Recruiting Strategy process?

Options:

A- The organization has zero vacancies.
B- The best candidates are successfully hired.
C- The requisition is filled as quickly as possible.

D- The recruiter's average time to fill a requisition is as low as possible.

Answer:

B

Explanation:

This is the single desired outcome of the Recruiting Strategy process, as outlined in the Oracle HCM Business Process Foundations Associate Rel 1 official book. This process is all about finding the best candidates that fit the needs of the organization and can help it to reach its goals. The other options are not the desired outcomes of the Recruiting Strategy process, as they do not focus on finding the best candidates for the job.

https://www.oracle.com/human-capital-management/recruiting/

Question 7

Question Type: MultipleChoice

What is the name of Oracle's Chatbot?

Options:

A- Oracle Chatbot
B- Oracle Information
C- Oracle Digital Assistant
D- Oracle Help

Answer:

C

Explanation:

According to the Oracle HCM Business Process Foundations Associate Rel 1 official book, Oracle Digital Assistant is the name of Oracle's chatbot. Oracle Digital Assistant is a conversational AI platform that enables companies to build and deploy AI-driven chatbots. It provides a single, unified platform for building, managing, and deploying chatbots across multiple channels such as web, mobile, and social media. Oracle Digital Assistant also provides a range of features such as natural language processing, machine learning, and analytics to improve the accuracy of the conversations.l

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