QUESTIONS & ANSWERS

DEMO VERSION

(LIMITED CONTENT)

Question 1

How do the AI applications, Dynamic Skills and AI Talent Best Match, contribute to a more efficient and successful hiring process?

Options:

A- They enable automated candidate screening based on predefined criteria, allowing hiring managers to focus on high-potential candidates.

B- They analyze job requirements and candidate profiles, providing precise skill matching and talent recommendations.

C- They offer advanced candidate assessment tools, such as virtual interview simulations.

Answer:

B

Explanation:

Comprehensive and Detailed Explanation:

The Dynamic Skills and AI Talent Best Match applications leverage artificial intelligence to streamline 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.

Question 2

How do nudges enhance individual productivity within the context of Talent OMBPs?

Options:

A- Nudges provide subtle reminders and suggestions to employees, encouraging them to take specific action.

B- Nudges can be used to facilitate team collaboration by suggesting activities that promote knowledge sharing and collective problem-solving.

C- Nudges offer real-time performance feedback, allowing employees to track their progress against goals.

Answer:

A

Explanation:

Comprehensive and Detailed Explanation:

Nudges in Oracle Fusion Cloud HCM serve as proactive prompts that encourage employees to stay on track with their responsibilities.

Behavioral Science-Based Design: Encourages small, positive actions that enhance productivity.

Timely Interventions: Helps employees meet deadlines and focus on important tasks.

Employee Engagement: Promotes proactive self-management and continuous improvement.

Question 3

Question Type: MultipleChoice

What is the purpose of the Adoption Center in Oracle Cloud Success Navigator?

Options:

A- It offers a library of case studies and success stories from existing Oracle Cloud customers.

B- It allows customers to explore new theme-based features and understand their innovation opportunities.

C- It serves as a knowledge base containing FAQs and troubleshooting guides for common issues.

D- It provides a platform for customers to submit feedback and suggest new features.

Answer:

B

Explanation:

Comprehensive and Detailed Explanation:

The Adoption Center within Oracle Cloud Success Navigator is designed to assist organizations in staying up to date with Oracle Cloud's latest features.

Feature Exploration: Provides information about new and upcoming features that organizations can leverage for continuous innovation.

User Engagement: Helps users understand how specific updates can enhance their business processes.

Strategic Planning: Enables organizations to align their cloud adoption strategies with Oracle's innovation roadmap.

Question 4

Question Type: MultipleChoice

What is the primary purpose of Oracle Cloud Success Navigator?

Options:

A- Provision Oracle Cloud Applications

B- Offer a platform for reporting bugs and issues with Oracle Cloud products

C- Automate the migration of on-premises solutions to Oracle Cloud

D- Provide a best practice framework with tools and guidance that support organizations in their Cloud journey

Answer:

D

Explanation:

Comprehensive and Detailed Explanation:

The Oracle Cloud Success Navigator is designed to guide organizations throughout their cloud journey, ensuring they maximize their investment in Oracle Cloud Applications.

Best Practice Framework: Offers structured guidance for planning, implementation, and continuous improvement.

Adoption Assistance: Helps organizations optimize their Oracle Cloud deployment by following best practices.

Tool and Support Availability: Provides access to tools and insights that facilitate successful cloud migration and long-term use.

Question 5

Question Type: MultipleChoice

How does AI/ML contribute to the Align Goals and Business Objectives activity within Oracle Fusion Cloud HCM?

Options:

A- Predictive Analytics helps identify high-performing employees suitable for leadership positions.

B- NLP (Natural Language Processing) Sentiment Analysis of Feedback helps gauge employee satisfaction.

C- AI-driven chatbots efficiently manage routine HR inquiries and policy clarifications.

D- AI/ML suggests employee goals tailored to job roles, aligning objectives with company strategy.

Answer:

D

Explanation:

Comprehensive and Detailed Explanation:

Artificial Intelligence (AI) and Machine Learning (ML) in Oracle Fusion Cloud HCM enhance the alignment of individual goals with business objectives.

AI-Driven Goal Recommendations: Ensures employee objectives are aligned with company strategies.

Continuous Learning and Adjustments: Allows dynamic goal setting based on real-time business needs.

Employee Development and Performance Optimization: Encourages targeted development initiatives.

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