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**Oracle Fusion Cloud Applications HCM Foundations
Associate - Rel 1**

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Question: 1

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.

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

Question: 2

What is the key benefit of embedding OMBPs in a Starter Configuration?

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

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

Oracle Objective 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 aligns with 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.

Reference: Oracle Fusion Cloud HCM Implementation Guide - Starter Configurations and Embedded OMBPs.

Question: 3

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

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

Answer: A

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.

Reference: Oracle Fusion Cloud HCM - Workforce Planning and Budgeting Guide.

Question: 4

Which two metrics effectively evaluate the Benefits to Coverage OMBP in Oracle Fusion Cloud HCM?

- A. Time to Process Claims, tracks the duration taken to process and approve benefits claims.
- B. Deduction Accuracy Rate, assesses the precision of payroll deductions for benefits, ensuring correct calculations.

- C. Provider Network Size, analyzes the variety of benefits providers available to employees.
D. Benefits Enrollment Ratio, measures the proportion of eligible employees enrolling in benefits plans.

Answer: A, B

Explanation:

Comprehensive and Detailed Explanation:

The Benefits to Coverage Objective Measurement and Benchmarking Practice (OMBP) in Oracle Fusion Cloud HCM help organizations assess the efficiency and effectiveness of their benefits administration processes. The two most crucial metrics are:

Time to Process Claims: Measures the average time taken for processing benefits claims. A shorter processing time indicates an efficient benefits system that ensures employee satisfaction.

Deduction Accuracy Rate: Evaluates payroll deductions' precision for employee benefits. Inaccuracies can lead to compliance issues, employee dissatisfaction, and payroll errors.

Reference: Oracle Fusion Cloud HCM - Benefits Administration and Payroll Integration Guide.

Question: 5

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

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

Answer: D

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.

Reference: Oracle Fusion Cloud HCM - Absence Management and Payroll Integration Guide.



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