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Oracle Fusion Cloud Applications HCM Foundations AssociateRel 1

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Version Demo

Total Demo Questions: 4

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Topic Break Down

Topic	No. of Questions
Topic 1, Core Human Resources	5
Topic 2, Workforce Management	5
Topic 3, Workforce Rewards	7
Topic 4, Talent Management	19
Topic 5, Mix Questions	5
Total	41

QUESTION NO: 1

Which three features are included in a Starter Configuration?

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

ANSWER: A B E

Explanation:

A Starter Configuration is an Oracle-provided, ready-to-use foundation intended to accelerate implementation and learning. **Sample master data and transaction data** is included so that teams can review business flows, validate setup behavior, conduct demonstrations, and begin testing without first having to create every data record themselves. This gives the implementation team practical data with which to exercise the configured processes.

Configuration of Oracle Cloud Applications is also central to a Starter Configuration. Oracle delivers predefined setup and application configuration that organizations can use as a baseline, then review and adapt to their own implementation requirements. This approach supports faster adoption while retaining the ability to perform the appropriate implementation setup activities.

Artificial Intelligence capabilities are included as part of Oracle Fusion Cloud Applications' embedded AI experience. These capabilities support intelligent, contextual assistance and automation in applicable business processes, allowing organizations to evaluate and use the delivered AI functionality alongside the starter setup and sample data. Oracle describes Fusion Applications AI as embedded within business workflows, while its implementation documentation describes Starter Configurations as a prebuilt starting point for application setup and usage. See [Oracle Fusion Applications AI](#) and [Oracle Fusion Cloud Applications Common Features documentation](#).

QUESTION NO: 2

An employee has added a future role to their careers of interest and wants practical guidance on the capabilities needed to prepare for that role. How can Skills Center AI assist the employee?

- A. It recommends skills essential for roles in the employee's careers of interest.
- B. It automatically assigns the employee to an available future role.
- C. It approves development goals without manager review.
- D. It replaces the employee's performance evaluation with a skills score.

ANSWER: A

Explanation:

Skills Center AI can **recommend skills essential for roles that employees have added to their careers of interest**. This helps the employee understand the capabilities associated with a possible future career move and identify relevant development priorities.

Skills Center does not automatically change an employee's job, approve a career move, or replace the manager's development discussions. Its purpose is to provide skills-based career guidance.

QUESTION NO: 3

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: B D

Explanation:

Deduction Accuracy Rate, assesses the precision of payroll deductions for benefits, ensuring correct calculations is an effective measure because benefits coverage must be translated accurately into payroll deductions. Reviewing deduction accuracy confirms that employee elections, coverage levels, rates, and payroll processing are aligned. This metric helps an organization monitor whether its benefits-to-payroll flow is operating reliably and whether employees are receiving the intended coverage at the intended employee contribution amount.

Benefits Enrollment Ratio, measures the proportion of eligible employees enrolling in benefits plans is also an effective metric because the Benefits to Coverage process is centered on moving eligible workers through enrollment and into active benefit coverage. Comparing enrolled workers with the eligible population gives the organization a direct measure of adoption and completion of the coverage-enrollment process. It can also help benefits administrators identify populations that may require targeted enrollment communications or follow-up before coverage deadlines. Oracle Fusion Cloud Benefits supports processing benefit enrollments and communicating resulting benefit deductions to payroll, making both enrollment completion and deduction accuracy meaningful operational measures. See Oracle's [Benefits management overview](#) and the [Oracle Fusion Cloud Human Resources documentation](#).

QUESTION NO: 4

Which key feature of the Employee Experience to Business Outcome OMBP helps enhance collaboration and knowledge sharing across teams?

- A. Communities of Practice, such as Oracle Connections, enable networking with employees having similar interests or roles.
- B. Enterprise-Wide Knowledge Base allows employees to search for and access information, documents, and best practices.
- C. Oracle's Community provides access to experts, peers, and practitioners to promote innovation and collaboration.

ANSWER: A

Explanation:

Communities of Practice, such as Oracle Connections, enable networking with employees having similar interests or roles. This is the collaboration-focused capability described by the Employee Experience to Business Outcome Oracle Modern Best Practice: it brings people together around common professional interests, roles, expertise, and business topics. By making it easier for employees to find relevant colleagues and participate in shared discussions, communities create practical channels for exchanging experience, reusable knowledge, and successful working practices across organizational boundaries.

In an HCM employee-experience context, this type of community supports peer-to-peer learning rather than limiting knowledge flow to formal manager-led communications. Employees can develop professional networks, ask questions of colleagues with applicable experience, and contribute insights that other teams can discover and apply. This supports a more connected workforce and helps organizations spread expertise beyond individual teams, which is central to improving collaboration and business outcomes. Oracle documents Connections as a social networking capability within Fusion Cloud HCM that helps workers connect and collaborate. See Oracle's [Overview of Connections](#) and the [Oracle Employee Experience](#) overview.