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Question 1

Question Type: MultipleChoice

Which part of the Recruiting Strategy process is all about creating compelling job descriptions and attractive career sites that are attention grabbing as well as informative?

Options:

- A- Sourcing
- B- Screening
- C- Hiring
- D- Scoping
- E- Selecting

Answer:

A

Explanation:

According to the Oracle HCM Business Process Foundations Associate Rel 1 official book, sourcing is all about creating compelling job descriptions and attractive career sites that are both attention-grabbing and informative. This part of the recruiting process is essential for attracting high-quality and suitable candidates for the job. The other options (Screening, Hiring, Scoping, and Selecting) are not part of the sourcing process and are related to other stages of the recruiting process.

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

Question 2

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 3

Question Type: MultipleChoice

Which of the following is the direct outcome of an employee entering and submitting worked time?

Options:

- A- Calculated time is converted to paid amount.
- B- Reported time is converted to calculated time.
- C- Calculated time is converted to reported time.
- D- Reported time is converted to net pay.

Answer:

B

Explanation:

This is an important process in the Oracle HCM Business Process Foundations Associate Rel 1 official book. In this process, reported time is first converted to calculated time. This is done by taking into account any exceptions, such as overtime, shift differentials, or holidays. Once the calculated time is obtained, it is then used to determine the employee's net pay.

According to Oracle Time and Labor datasheet¹, one of the key features of Oracle Time and Labor is to support time conversion which transforms reported time into calculated time based on predefined rules¹. Reported time is the raw data entered by workers or managers, while calculated time is the processed data that can be used for payroll or other purposes²

Question 4

Question Type: MultipleChoice

You will be using an age-derived factor to help determine people who are 21 years of age and older. What benefits object will the derived factor be tied to?

Options:

- A- Option
- B- Benefit Program
- C- Eligibility Profile
- D- Plan

Answer:

C

Explanation:

A derived factor is a factor that is derived from other factors or data elements, such as age or gender. When using an age-derived factor, it will be tied to an Eligibility Profile, which is used to define which employees are eligible for a particular benefit. For example, an Eligibility Profile could be set up to provide benefits only to employees 21 years of age and older. Reference: Oracle HCM Business Process Foundations Associate Rel 1, Chapter 5 - Benefits, page 31.

<https://docs.oracle.com/en/cloud/saas/human-resources/22d/faibf/examples-of-derived-factors.html>

Question 5

Question Type: MultipleChoice

Your organization has decided to use cloud benefits. What four items make the structure of the benefits system?

Options:

- A- Derived Factor
- B- Eligibility Profile
- C- Option
- D- Program
- E- Plan Type
- F- Plan

Answer:

C, D, E, F

Explanation:

According to Oracle Benefits Cloud datasheet¹, the structure of the benefits system consists of four items: program, plan type, plan, and option¹. A program is a collection of plan types that share common eligibility rules. A plan type is a category of benefits, such as medical or dental. A plan is a specific offering within a plan type, such as PPO or HMO. An option is a variation within a plan, such as single or family coverage¹

<https://www.oracle.com/a/ocom/docs/applications/hcm/oracle-benefits-ds.pdf>

Question 6

Question Type: MultipleChoice

Your organization has decided to use cloud benefits. What four items make the structure of the benefits system?

Options:

A- Derived Factor

B- Eligibility Profile

- C- Option
- D- Program
- E- Plan Type
- F- Plan

Answer:

C, D, E, F

Explanation:

According to Oracle Benefits Cloud datasheet¹, the structure of the benefits system consists of four items: program, plan type, plan, and option¹. A program is a collection of plan types that share common eligibility rules. A plan type is a category of benefits, such as medical or dental. A plan is a specific offering within a plan type, such as PPO or HMO. An option is a variation within a plan, such as single or family coverage¹.

<https://www.oracle.com/a/ocom/docs/applications/hcm/oracle-benefits-ds.pdf>

Question 7

Question Type: MultipleChoice

Which part of the Recruiting Strategy process is all about creating compelling job descriptions and attractive career sites that are attention grabbing as well as informative?

Options:

- A- Sourcing
- B- Screening
- C- Hiring
- D- Scoping
- E- Selecting

Answer:

A

Explanation:

According to the Oracle HCM Business Process Foundations Associate Rel 1 official book, sourcing is all about creating compelling job descriptions and attractive career sites that are both attention-grabbing and informative. This part of the recruiting process is essential for attracting high-quality and suitable candidates for the job. The other options (Screening, Hiring, Scoping, and Selecting) are not part of the sourcing process and are related to other stages of the recruiting process.

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