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### NEW QUESTION: 1

When using Workforce Compensation and creating budgets, your organization wants the budget amounts to be determined by employee eligible salaries for each manager. What budgeting level would you need to select?

- A. Worker-Level budgeting
- B. Plan-Level budgeting
- C. Administrator-Level budgeting
- D. Manager-Level budgeting

**Answer:** [\(SHOW ANSWER\)](#)

Explanation

According to Oracle HCM Business Process Foundations Associate Rel 1, when creating budgets in Workforce Compensation, you need to select the Manager-Level budgeting option in order for the budget amounts to be determined by employee eligible salaries for each manager. This option allows for the budget amounts to be calculated based on the salaries of the employees who report to each manager.

### NEW QUESTION: 2

The payroll manager wants to know what are the three different ways that an element entry can be updated.

- A. Payroll Batch Loader
- B. Automatically
- C. HCM Data Loader or HCM Spreadsheet Data Loader
- D. Manually

**Answer:** [D \(LEAVE A REPLY\)](#)

Explanation

An element entry can be updated manually by a payroll manager using the Manage Element Entries task in Oracle HCM Cloud. This task allows a payroll manager to enter, update, or delete element entries for a particular employee. Additionally, element entries can also be updated using the Payroll Batch Loader, HCM Data Loader, or HCM Spreadsheet Data Loader, but these methods are not manual. Reference: Oracle HCM Business Process Foundations Associate Rel 1, page 119.

**NEW QUESTION: 3**

When using Workforce Compensation and creating budgets, your organization wants the budget amounts to be determined by employee eligible salaries for each manager. What budgeting level would you need to select?

- A. Worker-Level budgeting
- B. Plan-Level budgeting
- C. Administrator-Level budgeting
- D. Manager-Level budgeting

**Answer: A ([LEAVE A REPLY](#))**

Worker-Level budgeting is the correct answer. This budgeting method allows you to determine budget amounts by employee eligible salaries for each manager.

<https://docs.oracle.com/en/cloud/saas/human-resources/23a/faiwc/budgeting-methods-in-workforce-compensation-plan-budget-pools.html>

**NEW QUESTION: 4**

Your company wants to have the ability to use budgets as part of workforce compensation to restrict the managers from allocating more compensation than they have been allocated. How many budget pulls can be tied to a compensation component in a workforce compensation plan?

- A. 1
- B. 5
- C. 3
- D. 2
- E. 4

**Answer: A ([LEAVE A REPLY](#))**

Explanation

According to Oracle HCM Business Process Foundations Associate Rel 1, only one budget pull can be tied to a compensation component in a workforce compensation plan. This allows the budget to be used to restrict the managers from allocating more compensation than they have been allocated.

**NEW QUESTION: 5**

Which is the first critical path of payroll processing?

- A. Calculate Payroll
- B. Archive Periodic Payroll Results
- C. Electronic Funds Transfer (EFT) Process
- D. Calculate Prepayments

**Answer: A ([LEAVE A REPLY](#))**

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.

**NEW QUESTION: 6**

Which module within HCM is used to process the benefits selected by the employee, which will ultimately affect the employee's Net Pay?

- A. Benefits
- B. Human Resources
- C. Payroll
- D. Compensation

**Answer: C (LEAVE A REPLY)**

According to Oracle HCM documentation<sup>12</sup>, Payroll is the module within HCM that is used to process the benefits selected by the employee, which will ultimately affect the employee's net pay.

Payroll is a system that calculates and distributes payments and deductions for employees based on their compensation and benefits. Payroll also handles tax reporting, third party payments, net-to-gross processing, and other payroll-related functions<sup>12</sup>

[https://docs.oracle.com/cd/E18727\\_01/doc.121/e13533/T4895T4900.htm](https://docs.oracle.com/cd/E18727_01/doc.121/e13533/T4895T4900.htm)

**NEW QUESTION: 7**

Apart from being manually added into the system, where else might Pending Workers come from?

- A. Talent Management Processing
- B. Pending Worker Self Register
- C. Compensation Processing
- D. Recruiting

**Answer: (SHOW ANSWER)**

The Pending Worker Self Register process allows workers to register themselves as pending workers in the system. This is done through the use of self-registration forms that are sent to applicants or other potential workers. When the form is completed and returned, Oracle HCM processes the information to create a pending worker record. This allows the workers to have access to the system and complete the onboarding process without the intervention of an HR representative.

[https://www.oracle.com/webfolder/technetwork/tutorials/obe/fusionapps/HCM/WorkerRestAPI\\_CreateWorker/html/index.html](https://www.oracle.com/webfolder/technetwork/tutorials/obe/fusionapps/HCM/WorkerRestAPI_CreateWorker/html/index.html)

**NEW QUESTION: 8**

Which of the following is a step in the Employee Separation process?

- A. Update Benefit Options
- B. Finalize Compensation Payout
- C. Reconcile Absence Records
- D. Transfer Employee

**Answer: C (LEAVE A REPLY)**

Workforce Management is a fully integrated HR solution that links time, labor, and leave management with payroll, financial, and personnel data.

Employee Separation process is to reconcile absence records, which would involve managing the leave balance and entitlements of the departing employee.

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

**NEW QUESTION: 9**

Other than the employee, which two other users can manage absence records on behalf of the employee?

- A. Rewards Specialist
- B. HR Specialist
- C. Line Manager
- D. System Administrator

**Answer: (SHOW ANSWER)**

According to Oracle HCM Business Process Foundations Associate Rel 1, other than the employee, the HR Specialist and Line Manager can manage the employee's absence records. This includes entering, modifying, and approving absence information.

[https://support.oracle.com/knowledge/Oracle%20Fusion%20Applications/1998783\\_1.html](https://support.oracle.com/knowledge/Oracle%20Fusion%20Applications/1998783_1.html)

**NEW QUESTION: 10**

Your company will be using compensation history to display compensation for employees and managers.

What are the 4 groups of compensation history that will be displayed?

- A. Recurring Payments
- B. Benefits
- C. Other Compensation
- D. Stock
- E. Salary
- F. Payroll

**Answer: (SHOW ANSWER)**

Explanation

According to the Oracle HCM Business Process Foundations Associate Rel 1 official book, the four groups of compensation history are Recurring Payments, Other Compensation, Salary, and Payroll. Recurring Payments include items such as bonuses, commissions, and performance-based payments. Other Compensation includes items such as allowances, reimbursements, and vacation pay. Salary is the base pay for an employee. Payroll includes items such as taxes, deductions, and contributions.

**NEW QUESTION: 11**

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?

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

**Answer: (SHOW ANSWER)**

## 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.

### **NEW QUESTION: 12**

When creating absence plan eligibility, what do you need to base it on, if the value changes over time, such as Length of Service and Age?

- A. Formula
- B. Derived Factor
- C. Personal Attributes
- D. Employment Attributes

**Answer: B (LEAVE A REPLY)**

Derived Factors are used in absence plan eligibility when the value changes over time. According to the Oracle Human Resources Cloud documentation, Derived Factors are used to calculate the value of an attribute, such as Length of Service or Age, based on information that is stored in the system (e.g. hire date). The link you provided gives a detailed explanation of how Derived Factors are used in absence plan eligibility.

<https://docs.oracle.com/en/cloud/saas/human-resources/23a/faiam/how-you-configure-eligibility-for-absence-plans.html>

### **NEW QUESTION: 13**

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?

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

**Answer: C (LEAVE A REPLY)**

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

### **NEW QUESTION: 14**

A company is setting up their goal management system and would like to be able to have goals aligned to the employee's performance as well as to the entire company. This ensures that all employees can work toward a common goal. Their IT Manager has confirmed that in Goal Management they are able to manage and track two types of goals. Identify those types of goals.

- A. Individual and Performance
- B. Individual and Assigned
- C. Individual and Organizational

**D. Organizational and Performance**

**Answer: C (LEAVE A REPLY)**

Explanation

In Goal Management, organizations are able to set and track two types of goals: individual goals, which are specific to an individual employee, and organizational goals, which are organization-wide goals that all employees should work towards. For example, an individual goal could be to increase sales by a certain percentage, while an organizational goal might be to reduce costs by a certain amount. Reference: Oracle HCM Business Process Foundations Associate Rel 1, Chapter 7 - Goals, page 32.

**NEW QUESTION: 15**

Your organization has a point of sale system that tracks the time that their store employees work. What two options could you use to load the employee's time into element entry?

- A. HCM Data Loader
- B. SQL loader
- C. Payroll Batch Loader
- D. HCM Spreadsheet Data Loader

**Answer: A,C (LEAVE A REPLY)**

These are two options that you can use to load employee's time from a point of sale system into element entry in Oracle Payroll.

[https://support.oracle.com/knowledge/Oracle%20E-Business%20Suite/1378641\\_1.html](https://support.oracle.com/knowledge/Oracle%20E-Business%20Suite/1378641_1.html)

**NEW QUESTION: 16**

An employee has created a learning community about graphic designing. She has kept the community open to members. She branded the community and uploaded a video to show how a particular design was created.

Members of that learning community have the option to view and comment on the designs that are uploaded.

What is another action that members can do to the learning communities they are a part of?

- A. Upload videos
- B. Delete the community page
- C. Make the community private
- D. Invite members from another community to share feedback

**Answer: D (LEAVE A REPLY)**

Explanation

Members of a learning community can invite other members to join and contribute to the community. This helps to build engagement, collaboration, and social learning within the community. Members can share their experiences, best practices, and feedback with others, which can help to foster a sense of community and build a culture of continuous learning. Other actions that members can take include posting questions, sharing resources, and creating or joining sub-groups within the community.

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**NEW QUESTION: 17**

Which part of Work Life does Mentorship fall under?

- A. Wellness
- B. Personal Brand
- C. Social Reputation
- D. Volunteering

**Answer: A (LEAVE A REPLY)**

Explanation

According to Oracle HCM Business Process Foundations Associate Rel 1 official book, mentorship is part of the Wellness component of Work Life. Mentorship is defined as the act of providing guidance, advice, and support to an individual or group in order to help them achieve their goals. It can be a great way to invest in yourself and your career, as it can help you gain new skills, knowledge, and insights. Mentorships can also help you develop relationships with like-minded individuals, build your professional network, and open up new opportunities.

**NEW QUESTION: 18**

Which part of the Employee Separation process uses employee data to help with the decisions on recruitment, retention, and employee management?

- A. Review Separation Data
- B. Review Workforce Information
- C. Report on Employee Data
- D. Analyze Workforce Trends

**Answer: (SHOW ANSWER)**

Explanation

This part of the Employee Separation process involves analyzing employee data to identify recruitment needs, retention strategies, and efficient employee management. This process requires an understanding of workforce trends and current employee data to ensure that the separation process is carried out in a timely and effective manner.

**NEW QUESTION: 19**

Your organization uses Cloud Time and Labor for processing reported time and needs to know the options for entering time for Time and Labor to process. What are the three options that can be used?

- A. Time Sheets
- B. Time Cards
- C. Web Clock
- D. Element Entry

E. Third Party Device

**Answer: A,B,C (LEAVE A REPLY)**

Explanation

According to the Oracle HCM Business Process Foundations Associate Rel 1 official book, the three options that can be used to enter time for Time and Labor to process are Time Sheets, Time Cards, and Web Clock.

Time Sheets are used to report time for employees in a payroll period, Time Cards are used to report time for a single day, and Web Clock is used for employees to report time through a web clock interface.

**NEW QUESTION: 20**

Once a manager arrives on the compensation landing page, what controls the number of plans that the manager has access to allocate compensation?

A. All active plans for the current year

B. Based on the plans that the Line Manager has employees eligible for

C. Based on a Compensation Manager granting a Line Manager access to the plans

D. Based on whether the manager is eligible for the plan

**Answer: C (LEAVE A REPLY)**

The Compensation Manager is responsible for granting access to the plans, and the Line Manager will only have access to the plans that they have been granted access to. Other factors such as all active plans for the current year, plans that the Line Manager has employees eligible for, or whether the manager is eligible for the plan, will not affect the number of plans that the manager has access to allocate compensation.

<https://docs.oracle.com/en/cloud/saas/human-resources/23a/faiwc/how-you-add-dashboard-otbi-reports-to-the-workforce-compensation-landing-page.html>

**NEW QUESTION: 21**

What is the purpose of extending a job offer?

A. Change the targeted start date

B. Increase the expiration date of the offer

C. Add more details to the offer

D. Send the offer to the candidate

**Answer: D (LEAVE A REPLY)**

Explanation

Extending a job offer is the process of formally offering a position to the applicant. This is typically done in writing, either by email or by sending a job offer letter. The purpose of extending a job offer is to provide the candidate with all the necessary information they need to make an informed decision about whether or not they will accept the position.

**NEW QUESTION: 22**

Which tool can be used to match candidates to requisitions, based on their skills and qualifications?

A. Match Candidates

B. Resume Matching

C. Adaptive Intelligence

D. Find Best Fit

**Answer: B (LEAVE A REPLY)**

Explanation

According to Oracle HCM Business Process Foundations Associate Rel 1, Resume Matching is a tool that can be used to match candidates to requisitions, based on their skills and qualifications. This can be done manually or through automated systems, and can save recruiters time and effort by quickly identifying the best-suited candidates for the job.

**NEW QUESTION: 23**

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?

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

**Answer: (SHOW ANSWER)**

Explanation

As a Talent Manager, one of your main goals is to create a plan to retain your top talent. To do this, you will need to set up a Talent Review meeting with Managers to better assess their workforce and build a plan for each worker. For this meeting to be successful, it is important to gather feedback from the Managers on the strengths and weaknesses of their workers, as well as any other information that can help create a successful retention plan. Additionally, you will need to consider the hire dates of the workers, their salaries, and the content of the meeting review.

**NEW QUESTION: 24**

Which type of absence plan is used to track earned compensatory time that can be used for time off, such as overtime that is paid in days or hours off?

- A. Agreement Plan
- B. Qualification Plan
- C. Accrual Plan
- D. Compensatory Plan

**Answer: C (LEAVE A REPLY)**

<https://docs.oracle.com/en/cloud/saas/human-resources/22b/faiam/types-of-absence-plans.html>

**NEW QUESTION: 25**

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

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

**Answer: (SHOW ANSWER)**

Explanation

The structure of a cloud benefits system consists of Eligibility Profiles, Programs, Plan Types, and Plans. An Eligibility Profile is used to define which employees are eligible for a particular benefit. Programs are used to group related benefits together, while Plan Types and Plans are used to define the actual benefits that are available. For example, a Plan Type might be Health Insurance, and then a Plan would define the specific coverage and cost associated with that Plan Type. Reference: Oracle HCM Business Process Foundations Associate Rel 1, Chapter 5 - Benefits, page 22.

**NEW QUESTION: 26**

Your company wants to have the ability to use budgets as part of workforce compensation to restrict the managers from allocating more compensation than they have been allocated. How many budget pulls can be tied to a compensation component in a workforce compensation plan?

- A. 1
- B. 5
- C. 3
- D. 2
- E. 4

**Answer: E (LEAVE A REPLY)**

You can have up to four budget pools tied to a compensation component in a workforce compensation plan.

<https://docs.oracle.com/en/cloud/saas/human-resources/23a/faiwc/budget-pools-and-compensation-components.html>

**NEW QUESTION: 27**

Your organization uses Cloud Time and Labor for processing reported time and needs to know the options for entering time for Time and Labor to process. What are the three options that can be used?

- A. Time Sheets
- B. Time Cards
- C. Web Clock
- D. Element Entry
- E. Third Party Device

**Answer: (SHOW ANSWER)**

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[https://education.oracle.com/oracle-hcm-cloud-time-and-labor-with-projects/courP\\_47716764](https://education.oracle.com/oracle-hcm-cloud-time-and-labor-with-projects/courP_47716764)

**NEW QUESTION: 28**

An employee just got requested to be a mentor and is excited for the opportunity. The employee looks up the mentee's talent profile but does not know how to begin establishing a relationship with her mentee. The employee has decided to reach out to the HR Business partner, and was informed that she can do one of the following. What did the HR Business partner ask the employee to do?

- A. Review and complete the Mentoring plan.

- B. Set up regular calls with the mentee.
- C. Schedule a call with the mentee's manager.
- D. Schedule time with the HR Business Partner to design a plan.

**Answer: (SHOW ANSWER)**

a mentoring plan is a set of goals and tasks that a mentor and a mentee agree to work on during their mentoring relationship.

<https://docs.oracle.com/en/cloud/saas/human-resources/23a/faurm/mentoring-plans.html>

#### **NEW QUESTION: 29**

What terminology is used within Oracle HCM Cloud to describe the phases and states that a candidate goes through within the hiring process?

- A. Candidate Selection Workflow
- B. Candidate Selection Process
- C. Candidate Hiring Process
- D. Candidate Hiring Workflow

**Answer: D (LEAVE A REPLY)**

Explanation

Oracle HCM Cloud uses the term "Candidate Hiring Workflow" to describe the various phases and states that a candidate goes through within the hiring process.

#### **NEW QUESTION: 30**

Your company has determined that new life events need to be added to the system and wants to restrict their organizational use. What level can life events be restricted by?

- A. Legislative Data Group
- B. Legal Entity
- C. Job
- D. Department

**Answer: A (LEAVE A REPLY)**

According to Oracle documentation<sup>1</sup>, life event rules can be established according to the practices established by the organization<sup>1</sup>. One of the ways to control whether an employee can automatically update the HR database is by using legislative data group as a restriction level for life events<sup>2</sup>.

[https://docs.oracle.com/cd/E13053\\_01/hr9pbr1\\_website\\_master/eng/psbooks/hebn/htm/hebn06.htm](https://docs.oracle.com/cd/E13053_01/hr9pbr1_website_master/eng/psbooks/hebn/htm/hebn06.htm)

#### **NEW QUESTION: 31**

Other than the employee, which two other users can manage absence records on behalf of the employee?

- A. Rewards Specialist
- B. HR Specialist
- C. Line Manager
- D. System Administrator

**Answer: (SHOW ANSWER)**

Explanation

According to Oracle HCM Business Process Foundations Associate Rel 1, other than the employee, the HR Specialist and Line Manager can manage the employee's absence records. This includes entering, modifying, and approving absence information.

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### **NEW QUESTION: 32**

A Manager has been invited to be a participant for a Talent Review Meeting for the team. The Manager needs to start to prepare the date for the Talent Review meeting. What data is needed when it comes to preparing and conducting a Talent Review meeting?

- A. Last time there was a promotion/salary increase
- B. Potential assessment
- C. Risk of loss assessment
- D. Location of employees

**Answer: B (LEAVE A REPLY)**

A potential assessment is needed to help the Manager understand the strengths and weaknesses of their team members, and to identify areas where they can help them grow. Other data that may be needed when preparing and conducting a Talent Review meeting includes Last time there was a promotion/salary increase, Risk of loss assessment and Location of employees.

### **NEW QUESTION: 33**

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

- 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 (LEAVE A REPLY)**

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

**NEW QUESTION: 34**

Which of the following is a step in the Employee Separation process?

- A. Update Benefit Options
- B. Finalize Compensation Payout
- C. Reconcile Absence Records
- D. Transfer Employee

**Answer: B (LEAVE A REPLY)**

Explanation

According to Oracle HCM Business Process Foundations Associate Release 1, the Employee Separation process includes steps such as finalizing compensation payout, reconciling absence records, and updating benefit options. The last step in this process is to transfer the employee's records to the appropriate department.

**NEW QUESTION: 35**

Which tool can be used to match candidates to requisitions, based on their skills and qualifications?

- A. Match Candidates
- B. Resume Matching
- C. Adaptive Intelligence
- D. Find Best Fit

**Answer: A (LEAVE A REPLY)**

there are three contexts where candidates and requisitions can be automatically matched:

Matching candidates when posting a requisition

Matching candidates when creating a requisition

Matching requisitions when viewing a candidate file

The tool that can be used to match candidates to requisitions, based on their skills and qualifications, is Match Candidates.

This tool allows you to view a list of candidates who match the criteria of a requisition and rank them by their match score

<https://docs.oracle.com/en/cloud/saas/taleo-enterprise/21c/otrcg/c-matchingcandidatesandrequisitionadmin.html>

**NEW QUESTION: 36**

Once a manager arrives on the compensation landing page, what controls the number of plans that the manager has access to allocate compensation?

- A. All active plans for the current year
- B. Based on the plans that the Line Manager has employees eligible for
- C. Based on a Compensation Manager granting a Line Manager access to the plans
- D. Based on whether the manager is eligible for the plan

**Answer: C (LEAVE A REPLY)**

Explanation

The Compensation Manager is responsible for granting access to the plans, and the Line Manager will only have access to the plans that they have been granted access to. Other factors such as all active plans for the current year, plans that the Line Manager has employees eligible for, or whether the manager is eligible for the plan, will not affect the number of plans that the manager has access to allocate compensation.

**NEW QUESTION: 37**

Which statement is true regarding the impact of absences on an employee's net pay?

- A. Absence Management and Payroll are not directly connected.
- B. Some absences will affect the employee's net pay.
- C. No absences will affect the employee's net pay.
- D. All absences will affect the employee's net pay.

**Answer: B (LEAVE A REPLY)**

Explanation

Absence Management and Payroll are connected in that certain absences can result in deductions to the employee's net pay. For example, if an employee is absent due to vacation or sick leave, their pay may be reduced to reflect the days they were not at work. On the other hand, some absences, such as jury duty or bereavement leave, do not affect the employee's net pay.

**NEW QUESTION: 38**

The payroll manager wants to know what are the three different ways that an element entry can be updated.

- A. Payroll Batch Loader
- B. Automatically
- C. HCM Data Loader or HCM Spreadsheet Data Loader
- D. Manually

**Answer: A,C,D (LEAVE A REPLY)**

[https://support.oracle.com/knowledge/Oracle%20E-Business%20Suite/1378641\\_1.html](https://support.oracle.com/knowledge/Oracle%20E-Business%20Suite/1378641_1.html)

**NEW QUESTION: 39**

What terminology is used within Oracle HCM Cloud to describe the phases and states that a candidate goes through within the hiring process?

- A. Candidate Selection Workflow
- B. Candidate Selection Process
- C. Candidate Hiring Process
- D. Candidate Hiring Workflow

**Answer: A (LEAVE A REPLY)**

A candidate selection workflow defines the steps that a candidate must complete before being hired. Each step can have one or more statuses that indicate the progress of the candidate. For example, a step called Interview can have statuses such as Scheduled, Completed, Passed, Failed, etc. A candidate selection workflow can be customized for different job requisitions and can include steps such as screening, assessment, offer, background check, etc.

<https://docs.oracle.com/en/cloud/saas/talent-management/21d/faimh/overview-of-recruiting.html>

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