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Oracle Talent Management Cloud 2020 Implementation Essentials

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**QUESTION 1**

You are an HR specialist for the Manufacturing Department of your company. This department contains a total of six employees and your CEO has instructed you to perform the following steps:

Determine how well the employees' profiles match a job or position profile. Run an analysis, which compares competencies, licenses, and certifications.

The process described above is _____.

- A. determining plan bench strength
- B. Best-Fit Analysis
- C. determining readiness level
- D. Talent Pool

Correct Answer: B

QUESTION 2

What can you use Questionnaires for before a Talent Review meeting?

- A. to view and track development goals of workers outside of your direct reporting line
- B. to assign Development Goals to workers in your direct reporting line
- C. to calculate the worker potential rating during the content preparation stage
- D. to assign qualitative or quantitative measurements to assess the level of success of achieving a goal

Correct Answer: C

QUESTION 3

Which two statements are true about organization goals?

- A. They can be shared with people in the organization and with those outside the organization.
- B. Another organization's leader can align their organization goal to that of a different leader's organization goal.
- C. They can be transferred from one organization owner to another.
- D. They can be seen by anyone in the organization after being published.
- E. They can be seen by anyone in the enterprise.

Correct Answer: AC

**QUESTION 4**

What are two reasons an employee cannot access a goal from the goal library while adding a goal?

- A. Goal plan assigned to the employee is not part of the current review period.
- B. Goal created in the library is outside the Start Date and Target Completion Date.
- C. Goal Library profile option is not enabled.
- D. The goal is not with Active status in the goal library.
- E. Goal Library is not available to the employee.

Correct Answer: BD

QUESTION 5

Your customer wants a list of items that managers should consider doing when creating their goals, so that subordinates can create goals that align with or support their managers\' goals. Select two options that should be included in the training materials for managers to satisfy this requirement.

- A. publishing Performance Goals
- B. Publishing Organization Goals
- C. sharing Performance Goals
- D. aligning goals
- E. sharing Organization Goals
- F. assigning goals

Correct Answer: DE

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