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Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

Which three statements are true about goal plans?

- A. Goal plans can be used to add goals to goal plans from other sources.
- B. Goals can be added to a Performance goal plan, which is assigned to an organization.
- C. Goal plans can be used to group goals to track them easily for a specific population and time period.
- D. Goals can be assigned to both individuals and an organization by assigning the goal plan to both individuals and an organization.
- E. Goal plan can be used to assign goals to a specific population.

Correct Answer: ACE

QUESTION 2

An HR specialist recently created a performance goal plan for his or her organization. Two new hires have joined the organization after the existing goal plan was created and assigned. Employee 1 is required to have all the goals in the existing goal plan. Employee 2 needs goals A1 and A2 in addition to the goals in the existing goal plan. Goals A1 and A2 need to be added to the goal library. Which statement addresses these requirements?

- A. The HR specialist can assign Employee 1 to the existing goal plan, create a new goal plan with goals (A1 and A2) from the goal library, and then assign the new goal plan to Employee 2.
- B. The HR specialist can create a new goal plan with goals from the existing goal plan, add goals A1 and A2 from the goal library, and assign them to both the new hires.
- C. The HR specialist can add the eligibility criteria to new goals (A1 and A2) within the goal plan and assign both the new hires to the existing goal plan.
- D. The HR specialist can add goals A1 and A2 to the goal library, add those goals to the existing goal plan, and then add both the new hires to the goal plan.

Correct Answer: B

QUESTION 3

Which two options are available in the Section Order field on the Create Questionnaire Template Contents page when creating a questionnaire template?

- A. Random
- B. Descending
- C. Sequential
- D. Manual



E. Ascending

Correct Answer: AC

QUESTION 4

Which two actions must be completed before an employee can add a goal to their goal plan?

- A. Weighting must be enabled in the goal plan.
- B. The goal plan must include the worker's goal.
- C. The employee must have a goal plan assigned to them.
- D. The worker must select the goal from the goal library.
- E. The worker must select the goal plan when creating the goal.

Correct Answer: AB

QUESTION 5

When setting up participant feedback in the performance evaluation template, which three statements are true?

- A. Managers can be named as responsible for the entirety of the feedback process.
- B. The Employee can be prevented from requesting and viewing feedback regarding their own performance by noting it on the performance template.
- C. Employees and Managers are required to manage the feedback task for each performance review.
- D. The performance evaluation can be set up so that the Employee can request, remind, and view feedback regarding their own performance.

Correct Answer: BCD

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