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Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

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

A. 3 column

B. 5 column

C. 2 column

D. 1 column

E. 4 column

Correct Answer: DE

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

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 4

A Human Resource Specialist is required to create a Talent Review Meeting for all the Sales Consultants

in the Regional Sales Department. While creating the meeting, the Human Resource Specialist is unable

to add Succession Plan to the meeting.

Identify two reasons for this.

A. The Human Resource Specialist creating the Talent Review Meeting does not own any Succession Plans.

B. The Business Leader of the Talent Review Meeting is not an owner of any Succession Plans.

C. The Workers part of the Review Population of the meeting is not part of any Succession Plans.

D. Talent Review Template selected for the meeting does not have Include Succession Plans enabled.

E. The Workers part of the Review Population of the meeting does not have any Succession Plans defined.

Correct Answer: BC

QUESTION 5

Your organization may require an annual performance evaluation that includes any or all of the sections. Which four section types are valid for performance document template sections?

A. Manager only Questionnaire

B. Profile Content to rate worker competencies

C. Manager Final Feedback

D. Worker Final Feedback

E. Goals to rate worker goals

Correct Answer: BCDE

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