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Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

Identify two correct statements for Goal Plan setup.

- A. Long-term goals can only be created within long-term goal plans and cannot exist across goal plans.
- B. The review period attached to a Goal Plan restricts the user from creating long-term goals.
- C. The start and end dates of a Goal Plan have to be within the review period.
- D. Goal Plan dates are defaulted from review period dates.
- E. The performance document attached to a Goal Plan decides the Goal Plan inclusion in a performance document.

Correct Answer: CE

QUESTION 2

Where do reviewers create and manage notes for their direct and indirect reports for a Talent Review Meeting?

- A. Prepare Review Content page
- B. Talent Review Dashboard
- C. Show Details dialog box
- D. Manage Notes and Tasks page

Correct Answer: A

QUESTION 3

Your customer wants the Goals and Competency sections of the performance template to be populated based on the Job which is assigned to a worker. What two options should you use to configure this requirement?

- A. Populate the Job profile with Job-specific Competencies and in the performance template section of Competencies setup, choose the option of Use Specific Profile and select Job profile.
- B. Create an eligibility profile based on worker Job and the HR Specialist could mass insert Goals into already created performance documents using the Mass Assign process.
- C. Create an eligibility profile based on worker Job and the HR Specialist could mass insert Competencies into already created performance documents using the Mass Assign process.
- D. Create an eligibility profile based on worker Job and populate worker Competencies using the Mass Assign process before the creation of the performance document. In the performance template section of Goals, choose the option of Use Employee's Competencies.
- E. Populate the Job profile with Job-specific Goals and in the performance template section of Goals setup, choose the option of Use Specific Profile and select Job profile.



F. Create an eligibility profile based on worker Job and populate worker Goals using the Mass Assign process before the creation of the performance document. In the performance template section of Goals, choose the option of Use Employee's Goals.

Correct Answer: EF

QUESTION 4

When a descriptive flexfield is deployed for a goal template, which will that flexfield will be visible for?

- A. None of the above
- B. Existing goals using that goal template
- C. New goals that are created from that moment on, using that template
- D. All goals previously created using that template along with goals created going forward using that template

Correct Answer: D

QUESTION 5

You are in the process of setting up a talent review meeting. When you log in to the application, the talent review template does not appear in the list of values. Identify the reason for the template not appearing in the list of values.

- A. The template is in Active status.
- B. The template is in Planned status.
- C. The template is in Approved status.
- D. The template is in Inactive status.
- E. The template is in Incomplete status

Correct Answer: E

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