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Oracle Talent Management Cloud 2022 Implementation Professional

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**QUESTION 1**

The HR manager is planning for the next goal plan period. She finds that the current goal plan template being used by the organization does not reflect the latest organization-wide changes with respect to goal management.

How should the HR manager incorporate the changes?

- A. Update the goal-setting options in the current goal plan template.
- B. Add a new goal plan period row to the current template and update the goal-setting options.
- C. Update the goal management profile options.
- D. Create a new template and edit the goal settings in the new template.
- E. Delete the currently used template and create a new one.

Correct Answer: C

QUESTION 2

One of the workers reporting to you is appearing in the holding area. Which three are possible reasons for the worker to be in the holding area?

- A. The worker was not rated before the talent review meeting.
- B. The worker has been placed in the holding area by you during the talent review meeting.
- C. The box in which the worker should appear has multiple ratings mapped to it, resulting in the worker being placed in the holding area.
- D. The performance rating model that is used to assess the worker's overall performance rating differed from the performance rating model selected on the talent review configuration template.
- E. The Skills and Qualifications of the Employee's profile are incomplete.

Correct Answer: ACD

QUESTION 3

After the performance document status is marked complete and goals are updated in Goal Management, can further changes be made to the goals in the performance document, either directly or through Goal Management?

- A. Goals can be updated in the performance document by using Goal Management, but only by the manager.
- B. Goals can be updated in the performance document by using Goal Management, but only by the worker.
- C. Goals can be updated in the performance document by both the manager and the worker by using Goal Management only.



- D. Goals can be updated in the performance document by both the manager and the worker.
- E. Goals cannot be updated in the performance document by the manager or the worker.

Correct Answer: B

QUESTION 4

When a talent pool is created, in what two ways can candidates for the pool be added?

- A. Added using Select and Add
- B. Added from a Succession Plan
- C. Find Best Fit
- D. Added from within a Talent Review Meeting
- E. Upload via a spreadsheet

Correct Answer: AC

QUESTION 5

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

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