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Oracle Talent Management Cloud 2022 Implementation Professional

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**QUESTION 1**

Which two statements are true regarding succession plan strength?

- A. It is also known as plan bench strength.
- B. It is a non-calculated description of succession plan that is determined by the number of candidates in the plan and their risk of loss.
- C. It is a non-calculated description of succession plans that is determined by the number of candidates in the plan and their readiness.
- D. It can be manually overridden.

Correct Answer: AC

QUESTION 2

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 3

A specific goal from the goal library is added by a worker. Later, the HR specialist changes the status of the goal in the goal library to "Inactive". How does the system behave when the goal status is saved?

- A. It successfully saves the status without affecting the worker's goals and the goal is prevented from future copying.
- B. It throws an error saying "Insufficient Privileges".
- C. It deletes the goal from the worker's goals and successfully saves the status.
- D. It completely deletes the goal from the system.



E. It throws an error saying "Goal is already in use."

Correct Answer: C

QUESTION 4

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

QUESTION 5

Which statement is true regarding the order of the creation of questionnaires?

- A. You can create a questionnaire with or without creating a template first.
- B. When you create a questionnaire from a template, you cannot edit the configuration settings in the questionnaire that were inherited from the template.
- C. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.
- D. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.
- E. You must first create the template. You can then edit the configuration settings in the questionnaire that were inherited from the template.

Correct Answer: E

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