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Oracle Talent Management Cloud 2022 Implementation Professional

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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

Your company's appraisal policy requires that the content of the performance document be added in a collaborative manner.

Implementation requirements include:

Both the worker and the manager are required to rate the worker. Conduct a review meeting for the worker, which the worker must acknowledge. Both the manager and the worker should be able to give their comments on the entire evaluation process.

Workers and managers should start setting goals for the next period. To meet these requirements, what are the correct tasks and their sequence to be designed in the process flow?

- A. Set goals, worker self-evaluation, manager evaluation of worker, confirm review meeting held, set next period goals.
- B. Set goals, worker self-evaluation, manager evaluation of worker, share performance document, first approval, confirm review meeting held, provide final feedback.
- C. Set goals, first approval, manager evaluation of worker, worker self-evaluation, provide final feedback, second approval, set next period goals.
- D. Set goals, manager evaluation of worker, share performance document, confirm review meeting held, provide final feedback.
- E. Set next period goals, set goals, first approval, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback.
- F. Set goals, worker self-evaluation, manager evaluation of worker, provide final feedback, confirm review meeting held, set next period goals.

Correct Answer: B

**QUESTION 3**

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 4

You are implementing Oracle Performance Management Cloud with the requirements that during performance evaluation, a manager should be able to allocate rewards to direct reports and also be able to promote them. How do you meet these requirements?

- A. In the performance process flow setup, include the tasks Allocate Rewards and Manage Promotions.
- B. Recommend that the client perform those tasks outside the performance evaluation process in compensation management.
- C. Include the Manage Promotions task in the process flow, but handle rewards separately in compensation management.
- D. Include the Allocate Rewards subtask in the process flow, but handle promotions separately in core HR.
- E. Configure the performance document sections to include rewards and promotions.

Correct Answer: C

QUESTION 5

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

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