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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

When you add a task to a selected worker on the Talent Review dashboard, what role does the worker automatically assume?

- A. Assigned Worker
- B. Task Owner
- C. Associated Worker
- D. Assignee

Correct Answer: A

QUESTION 2

Which two statements are true regarding adding candidates to succession plans?

- A. A Find Best Fit analysis must be run before adding candidates to the succession plan.
- B. When adding candidates, you cannot update their risk-of-loss or impact-of-loss ratings.
- C. Succession plans can be available to and include candidates from several organizations.
- D. Find Best Fit is available when a job profile is associated with the succession plan or the incumbent's job.

Correct Answer: AC

QUESTION 3

Your client wants workers to be able to enter goals in self-service, but wants managers to be able to see all the goals maintained by workers.

What would you advise the customer to configure?

- A. Performance Goals only, and disable the Mark Goals Private indicator
- B. Performance Goals and Development Goals, and disable the Mark Goals Private indicator
- C. Performance Goals, Development Goals, and Personal Goals
- D. Performance Goals and Development Goals
- E. Performance Goals only

Correct Answer: E

QUESTION 4



After a reorganization, how would a manager's organization goals carry to his or her new organization?

- A. The HR Specialist transfers the goals from the manager's old organization to the same manager's new organization.
- B. The HR Specialist transfers the goals from the organization owner under the old organization, to the organization owner under the new organization.
- C. The organization owner transfers the goals from the old Organization ID to the new Organization ID.
- D. The HR Specialist deletes the goals from the old organization and the organization owner adds the goals under the new organization.

Correct Answer: D

QUESTION 5

After the completion of the performance document, the employee's profile is updated. The HR user wants to be able to identify the source of the ratings that appear in the employee's profile.

Which object helps a user distinguish between the source of the ratings?

- A. Content Section
- B. Content Type
- C. Instance Qualifier
- D. Content Item
- E. Content Library

Correct Answer: B

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