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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

Your customer wants a list of items that managers should consider doing when creating their goals, so that subordinates can create goals that align with or support their managers\\' goals.

Select two options that should be included in the training materials for managers to satisfy this requirement.

A. publishing Performance Goals

B. publishing Organization Goals

C. sharing Organization Goals

D. sharing Performance Goals

E. assigning goals

F. aligning goals

Correct Answer: CF

QUESTION 2

Which four fields are configurable on the Create Questionnaire Template Basic Information page when creating a questionnaire template?

A. Rating Model

B. Status

C. Privacy

D. Owner

E. Name

Correct Answer: ABCD

QUESTION 3

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 could the HR manager incorporate the changes?

A. Create a new template and edit the goal settings in the new template.

B. Update the goal-setting options in the current goal plan template.

C. Update the goal management profile options.

D. Delete the currently used template and create a new one.

E. Add a new goal plan period now to the current template and update the goal-setting options.

Correct Answer: C

QUESTION 4

The performance appraisal meeting has started; however, its status is shown as "Not started" to the worker. What is the reason?

A. The "In Progress" status of the meeting is visible only to the manager after sharing the performance document with the worker, before the worker acknowledges the meeting.

B. The manager has not confirmed that the review meeting has been held.

C. The HR specialist has not updated the status of the task to "In Progress."

D. The status is updated to "In Progress" and then to "Completed" by the manager only after the meeting is over.

E. The performance document has not been shared by the manager. After the performance document is shared, the status of the review meeting will automatically be updated to "In Progress."

Correct Answer: E

QUESTION 5

The Performance document has an approval step right after the Manager Evaluation step in a Performance process flow which also has a Self-Evaluation step. In the same performance, the option of "Evaluation activities can be performed concurrently" is selected.

What happens to the document control when the approval task is triggered and the document approver rejects the approval request?

A. The control of the document comes to the worker\\'s Line Manager.

B. The control of the document comes to the worker.

C. The control of the document is open and whoever opens and saves the document first, the document is locked for that role.

D. The control of the document remains with the approver until the performance document is shared.

Correct Answer: A