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Oracle Talent Management Cloud 2019 Implementation Essentials

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**QUESTION 1**

What is the maximum number of section types that you can configure in a performance template to meet the requirements of a semiannual evaluation of a company and what are the section types?

- A. two; rating model for risk and impact of loss, and overall summary to provide the overall rating of the worker or manager
- B. three; profile content to rate worker competencies, goals to rate worker goals, and rating model for risk and impact of loss
- C. five; goals to rate worker goals, overall summary, worker final feedback, manager final feedback, and profile content to rate worker competencies
- D. five; profile content to rate worker competencies, goals to rate worker goals, overall summary, worker final feedback, and peer review
- E. three; HR Specialist final feedback along with rating, overall summary region, and profile content to rate workers\' risk of loss
- F. four; worker and peer final feedback, manager review, HR review, and profile content to assess career preferences

Correct Answer: D

QUESTION 2

A manager has several goals and has assigned some of those goals to his or her direct reports. However, when direct reports complete the goal, their profiles are not updated with the competencies associated with the goal as Target Outcomes. What is the reason that the competencies were not added to the profiles?

- A. The Target Outcome was added to the goal after the goal was submitted.
- B. The Target Outcome was added after the goal was assigned to the direct reports.
- C. Goal Tasks were not associated with the goal.
- D. The Target Outcome was added, but the target proficiency was not selected.
- E. The goal was assigned to the direct reports after the Target Outcome was added.

Correct Answer: C

QUESTION 3

An HR specialist recently created a performance goal plan for his or her organization. Two new hires have joined the organization after the existing goal plan was created and assigned. Employee 1 is required to have all the goals in the existing goal plan. Employee 2 needs goals A1 and A2 in addition to the goals in the existing goal plan. Goals A1 and A2 need to be added to the goal library. Which statement addresses these requirements?

- A. The HR specialist can assign Employee 1 to the existing goal plan, create a new goal plan with goals (A1 and A2) from the goal library, and then assign the new goal plan to Employee 2.



B. The HR specialist can create a new goal plan with goals from the existing goal plan, add goals A1 and A2 from the goal library, and assign them to both the new hires.

C. The HR specialist can add the eligibility criteria to new goals (A1 and A2) within the goal plan and assign both the new hires to the existing goal plan.

D. The HR specialist can add goals A1 and A2 to the goal library, add those goals to the existing goal plan, and then add both the new hires to the goal plan.

Correct Answer: B

QUESTION 4

While conducting a Talent Review Meeting for an organization, the Facilitator is unable to move the workers from one box to another box within the box chart. What setting should be updated to enable the

Facilitator to move employees in the 9-box or at what stage is it enabled?

A. The Facilitator should update the Meeting Date to a past date (date earlier than the system date).

B. The Facilitator should update the Data Submission deadline to a past date (date earlier than the system date).

C. The Facilitator should conduct the meeting only after all the Review Participants have submitted the Review Content Data.

D. The Facilitator should update the Status of the meeting to In Progress if the Meeting Date is scheduled on a future date.

Correct Answer: C

QUESTION 5

Which goal task can managers NOT perform for employees that report to them?

A. Align goals

B. Mass assign goals

C. Assign goals

D. Delete goals

E. Print goals

Correct Answer: E

QUESTION 6

You have specified the minimum number of participants for each role in the performance template. Which statement is correct regarding creating the performance document?



- A. You cannot add any more participants over and above the minimum number specified for the role.
- B. You can add only two more participants over and above the minimum number specified for the role.
- C. You can add more participants over and above the minimum number specified for the role.
- D. You can add only one more participant over and above the minimum number specified for the role.

Correct Answer: C

QUESTION 7

You are the IT analyst who has just been handed over a list of Content Types to be set up Person Profile as a free form. You take a look at the requirements and realize that there are system limitations around a few of the Content Types in the given requirements and you would need to communicate the same back to the business group. Identify the non-free-form Content Types in the requirements.

- A. Honors and Awards, Memberships, Licenses
- B. Accomplishments, Degrees, Languages
- C. Potential, Risk of Loss, Career Preferences
- D. Languages, Accomplishments, Potential
- E. Potential, Career Preferences, Degrees

Correct Answer: C

QUESTION 8

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 Performance Goals
- D. aligning goals
- E. sharing Organization Goals
- F. assigning goals

Correct Answer: DE

QUESTION 9



You are an HR specialist for the Manufacturing Department of your company. This department contains a total of six employees and your CEO has instructed you to perform the following steps:

Determine how well the employees' profiles match a job or position profile. Run an analysis, which compares competencies, licenses, and certifications.

The process described above is _____.

- A. determining plan bench strength
- B. Best-Fit Analysis
- C. determining readiness level
- D. Talent Pool

Correct Answer: B

QUESTION 10

Which two statements are true regarding adding goals to and removing goals from a talent pool?

- A. When you add a goal to a pool, all members of the pool are assigned the goal.
- B. If you remove a development goal from a talent pool, that goal will be automatically removed from the workers' goals list, which inherited the goal from the talent pool.
- C. You can only add goals that exist in the goal library.
- D. When you add a goal to pool members who already have that goal as one of their existing goals, the goal will be duplicated in their goal list.

Correct Answer: AC

QUESTION 11

You have created a talent review dashboard and have not enabled the holding area. One of the workers has not been rated before the talent review meeting.

Where would you see the worker during the talent review meeting?

- A. The worker will appear in the box chart analytic, but will be excluded from the review.
- B. The worker will not appear in the box chart analytic, but will be included in the review.
- C. The worker will appear in the box chart analytic and will be included in the talent review.
- D. The worker will not appear in the box chart analytic and will be excluded from the review.

Correct Answer: A



QUESTION 12

Which functionality in Talent management enables an HR specialist to select an individual based on a specific list of requirements?

- A. Person Portrait
- B. Best-Fit Analysis
- C. Profile Comparison
- D. Profile Search

Correct Answer: B

QUESTION 13

Which statement is correct regarding eligibility profiles in the performance evaluation module?

- A. They must be marked as required on the general and document periods tabs of the evaluation to ensure that employees receive the evaluation.
- B. They are used to determine which audience receives which questionnaire.
- C. They are the sole determining factor in how employees receive access to performance evaluations.
- D. They can be on the general tab and/or the document periods tab however at least one of the profiles must match the review period on the performance evaluation.

Correct Answer: A

QUESTION 14

Which two actions must be completed before an employee can add a goal to their goal plan?

- A. Weighting must be enabled in the goal plan.
- B. The goal plan must include the worker's goal.
- C. The employee must have a goal plan assigned to them.
- D. The worker must select the goal from the goal library.
- E. The worker must select the goal plan when creating the goal.

Correct Answer: AB

QUESTION 15



When a manager is terminated, how will you reassign the performance document and the corresponding tasks of his or her reports to the new manager?

- A. The new manager can be made responsible for the tasks associated with the performance document by using the Transfer Performance Document function.
- B. A new performance document has to be created for the report whose manager has been terminated and it has to be assigned to his or her new manager.
- C. The performance documents are automatically reassigned to the report's new manager.
- D. The worker must reassign the new manager to their performance document.
- E. New managers can assign tasks in the performance document to themselves.

Correct Answer: C

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