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QUESTION 1

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

QUESTION 2

Identify four correct statements that describe the Performance Template.

A. In theperformance template, you cannot specify static content, such as competencies and goals.

B. In the performance template, you cannot edit sections in the template.

C. In the performance template, you can edit sections in the template.

D. In the performancetemplate, you can select the document type, sections, process flows to use, and any additional content on which to rate workers.

E. In the performance template, you can specify the processing rules for the document, and enter the periods for which the performance documents are valid.

F. In the performance template, you can select the roles that can access the performance documents created from the template.

Correct Answer: CDEF

QUESTION 3

How do you compare a worker\\'s performance and potential ratings from one of the previous meetings with his or her performance and potential ratings for the current year during a talent review meeting?

A. A comparison can be done only between different workers and not between workers\\' records across different time spans.

B. Use the Snow Progress feature in conjunction with the timeline slider.

C. Use the Move Marker functionality.

D. Use the Zoom functionality of the talent review dashboard.

E. Select the worker, click the Window details button, and then click the Compare tab.

Correct Answer: D

QUESTION 4

Identify four modules with which Fusion Goal Management is integrated.

A. Fusion Profile Management

B. Fusion Performance Management

C. Fusion Benefits

D. Fusion Network at Work

E. Fusion Talent Review

F. Fusion Payroll

G. Fusion Compensation

Correct Answer: ACDG

QUESTION 5

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 6

Your client has 10 different vice-president jobs that are expected to have a high turnover rate. The client informs you that these jobs have identical or nearly identical skill sets. You are tasked with creating a succession plan, which has maximum plan strength.

Which two tasks should be carried out to fulfill your client\'s requirements?

A. Select and add a limited number of internal candidates.

B. Use the Job or Position plan type.

C. Use the Incumbent plan type.

D. Select and add a large number of candidates.

Correct Answer: AB

QUESTION 7

Which two statements regarding candidate readiness are true?

A. Candidates can have different readiness level ratings for each plan on which they are candidates.

B. You can select the candidate readiness so that it displays on the succession plan and in the analytics to compare candidates.

C. Readiness is specific to each succession planned feeds the readiness on the worker profile.

D. The readiness level for succession plans is the same as the Advancement Readiness selection on the Career Planning portrait card.

Correct Answer: AB

QUESTION 8

Goal Management enables you to print worker goals. What are the two provided output formats?

A. dat

B. pdf

C. html

D. doc

E. xls

F. rtf

Correct Answer: BC

QUESTION 9

Your client wants managers to create goals that their team members and indirect reports can use as models for their own goals, and to which team members and indirect reports can align. The client also wants managers to maintain and monitor their own goals, as well as those of their direct and indirect reports.

Your client frequently reorganizes the company. At times, managers are switched from one organization (department, division) to another and at other times, managers and their teams are kept intact but the organization information (department ID and name) changes.

At the project team meeting, you present suggestions on the use of performance goals and organization goals. Which option should be included in your list of suggestions?

A. Managers should predominantly use Organization Goals, and publish those goals.

B. Managers should predominantly use Performance Goals, and share those goals with direct and indirect reports.

C. Managers should use a balanced mix of Organization Goals and Performance Goals, and should publish both sets.

D. Managers should use a balanced mix of Organization Goals and Performance Goals, and should share both sets.

E. Managers should use a balanced mix of Organization Goals and Performance Goals, and should publish the former and share the latter.

Correct Answer: A

QUESTION 10

The Department Manager has created an organization goal "Improve Organization Sales". The goal is assigned to all the workers who fall under the organization hierarchy. The goal- setting process is competed across the organization. At the midpoint of the goal period, the Department Manager would like to know if the workers in his or her organization are achieving the goals that are aligned to the organization\\'s goal "Improve Organization Sales".

How can the manager see the desired information?

A. Create a new dashboard report on the My Goals page.

B. Create a new dashboard report on the Organization Goals page.

C. View the Goal Alignment Summary report.

D. View the Goal Progress Summary report.

E. View either the Goal Alignment Summary report or the Goal Progress Summary report.

Correct Answer: D

QUESTION 11

While conducting a talent review meeting the Business Leader felt that the review population in the current meeting is large. Choose four parameters on which the Business Leader can filter the population.

A. Job

B. Grade

C. Position

D. Location

E. Competency/Proficiency Level

F. Age

Correct Answer: ACDF

QUESTION 12

Which of the following statements are true about the goals belonging to a goal plan?

I. Goal start date falls between the goal plan start date and goal plan end date.

II. Goal Target Completion date falls between the goal plan start date and goal plan end date.

III.

 Goal Actual Completion date falls between the goal plan start date and goal plan end date.

A.

I, II, and III

B.

I only

C.

II only

D.

III only

E.

I and II only

F.

and III only

Correct Answer: E

QUESTION 13

Your customer requires a Mid-Year review and Annual Review for the current business process to work in Oracle Performance Management Cloud. They have a Self-Evaluation step in both the performance templates but they would like to notify the employee\\'s manager about the completion of the Self-Evaluation step only in the Annual Review Document to reduce the mail traffic.

Which statement is correct about implementing this requirement?

A. This notification cannot be controlled at the performance template level and once turned on will fire for the step for all the Performance templates.

B. The Activity Name for Manager Role will be left bank for the Mid-Year review process flow.

C. The Notify Manager check box will be deselected in the Mid-Year review template and will be selected for the Annual review template.

D. The Notify Manager check box will be not selected in the Overall Summary section in the Mid-Year review template and this will be selected for the Annual review template.

Correct Answer: B

QUESTION 14

Where do reviews create and manage notes for their direct and indirect reports for a Talent Review Meeting?

A. Talent Review Dashboard

B. Prepare Review Content page

C. Show Details dialog box

D. Manage Notes and Tasks page

Correct Answer: B

QUESTION 15

You are implementing Oracle Goal Management for a midsize company.

Your customer wants to add goals from a legacy application. These goals need to be available to all

workers, managers, and organization owners.

Identify two ways to satisfy these requirements.

A. Add goals to a goal plan.

B. Add goals to the goal library.

C. Upload goals into the goal library by using an application-generatedspreadsheet.

D. Add the goals as an organizational owner.

Correct Answer: CD