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QUESTION 1

You need to mass-assign goals that exist in the goal library. The requirements are as follows:

Performance goals A1, A2, and A3 should be assigned to Manager 1's direct reports. Development goals

B1, B2, and B3 should be assigned to Manager 2's direct reports.

Which option accomplishes these requirements?

- A. Manager 1 and Manager 2 shares goals A1, A2, and A3 and B1, B2, and B3 with direct reports, respectively.
- B. The organization owner should add goals A1, A2, A3, B1, B2, and B3 so they can be accessible as organization goals.
- C. The HR Specialist selects goals from the goal library, and then assigns them to the appropriate population.
- D. Manager 1 adds goals A1, A2, and A3 and manager 2 adds goals B1, B2, and B3 to their direct reports' performance documents.

Correct Answer: D

QUESTION 2

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. Use the Job or Position plan type.
- B. Use the Incumbent plan type.
- C. Select and add a limited number of internal candidates.
- D. Select and add a large number of candidates.

Correct Answer: AC

QUESTION 3

Which two types of goals can be included in a Performance Document for review?

- A. Development Goals
- B. Organization Goals
- C. Performance Improvement Goals
- D. Performance Goals

Correct Answer: AD



QUESTION 4

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 5

Your customer wants the Goals and Competency sections of the performance template to be populated based on the Job which is assigned to a worker. What two options should you use to configure this requirement?

- A. Populate the Job profile with Job-specific Competencies and in the performance template section of Competencies setup, choose the option of Use Specific Profile and select Job profile.
- B. Create an eligibility profile based on worker Job and the HR Specialist could mass insert Goals into already created performance documents using the Mass Assign process.
- C. Create an eligibility profile based on worker Job and the HR Specialist could mass insert Competencies into already created performance documents using the Mass Assign process.
- D. Create an eligibility profile based on worker Job and populate worker Competencies using the Mass Assign process before the creation of the performance document. In the performance template section of Goals, choose the option of Use Employee's Competencies.
- E. Populate the Job profile with Job-specific Goals and in the performance template section of Goals setup, choose the option of Use Specific Profile and select Job profile.
- F. Create an eligibility profile based on worker Job and populate worker Goals using the Mass Assign process before the creation of the performance document. In the performance template section of Goals, choose the option of Use Employee's Goals.

Correct Answer: EF

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