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Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

The performance template is configured in such a way that the Performance Rating given by the manager against a content item is going to update the worker's profile. Which two statements are true?

- A. Rating an item can be made mandatory.
- B. The Instance Qualifier for the update will be "Supervisor".
- C. The Job (Model) Profile for the worker can also be updated.
- D. The Instance Qualifier for the update will be "Reviewer ID"

Correct Answer: AB

QUESTION 2

Which three statements are true about goal plans?

- A. Goal plans can be used to add goals to goal plans from other sources.
- B. Goals can be added to a Performance goal plan, which is assigned to an organization.
- C. Goal plans can be used to group goals to track them easily for a specific population and time period.
- D. Goals can be assigned to both individuals and an organization by assigning the goal plan to both individuals and an organization.
- E. Goal plan can be used to assign goals to a specific population.

Correct Answer: ACE

QUESTION 3

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 4



Which statement is true regarding the order of the creation of questionnaires?

- A. You can create a questionnaire with or without creating a template first.
- B. When you create a questionnaire from a template, you cannot edit the configuration settings in the questionnaire that were inherited from the template.
- C. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.
- D. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.
- E. You must first create the template. You can then edit the configuration settings in the questionnaire that were inherited from the template.

Correct Answer: E

QUESTION 5

When exploring roles that may be of interest to you, other than manually searching for a role, which two categories are available on the Explore Roles tile?

- A. Best Matches
- B. Departmental Roles
- C. Recommended Roles from Manager and HR Specialist
- D. Recommendations from Peers

Correct Answer: AB

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