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Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

When setting up participant feedback in the performance evaluation template, which three statements are true?

- A. Managers can be named as responsible for the entirety of the feedback process.
- B. The Employee can be prevented from requesting and viewing feedback regarding their own performance by noting it on the performance template.
- C. Employees and Managers are required to manage the feedback task for each performance review.
- D. The performance evaluation can be set up so that the Employee can request, remind, and view feedback regarding their own performance.

Correct Answer: BCD

QUESTION 2

The Privacy setting controls access to the questionnaire or template. Select two statements that are true.

- A. Private: Only the owner and line managers can edit the questionnaire or template.
- B. Private: Only the owner can edit the questionnaire or template.
- C. Public: Anyone with permission to access the questionnaire or template can edit it.
- D. Public: Anyone with or without permission to access the questionnaire or template can edit it.
- E. Private: Only the owner and HR administrator can edit the questionnaire or template.

Correct Answer: BC

QUESTION 3

A Human Resource Specialist is required to create a Talent Review Meeting for all the Sales Consultants in the Regional Sales Department. While creating the meeting, the Human Resource Specialist is unable to add Succession Plan to the meeting.

Identify two reasons for this.

- A. The Human Resource Specialist creating the Talent Review Meeting does not own any Succession Plans.
- B. The Business Leader of the Talent Review Meeting is not an owner of any Succession Plans.
- C. The Workers part of the Review Population of the meeting is not part of any Succession Plans.
- D. Talent Review Template selected for the meeting does not have Include Succession Plans enabled.
- E. The Workers part of the Review Population of the meeting does not have any Succession Plans defined.



Correct Answer: BC

QUESTION 4

After the completion of the performance document, the employees profile is updated. The HR user wants to be able to identify the source of the ratings that appear in the employees profile. Which object helps a user distinguish between the sources of the ratings?

- A. Content Type
- B. Content Section
- C. Instance Qualifier
- D. Content Item
- E. Content Library

Correct Answer: A

QUESTION 5

Identify four correct statements about the performance template.

- A. In the performance template, you can specify the processing rules for the document, and enter the periods for which the performance documents are valid.
- B. In the performance template, you can edit sections in the template.
- C. In the performance template, you can select the roles that can access the performance documents created from the template.
- D. In the performance template, you can set rating distributions.
- E. In the performance template, you can set default ratings.
- F. In the performance template, you can select the document type, sections, process flows to use, and any additional content on which to rate workers.

Correct Answer: ABCF

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