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Oracle Talent Management Cloud 2019 Implementation Essentials

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QUESTION 1

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 2

You are implementing Oracle Performance Management Cloud with the requirements that during performance evaluation, a manager should be able to allocate rewards to direct reports and also be able to promote them. How do you meet these requirements?

A. In the performance process flow setup, include the tasks Allocate Rewards and Manage Promotions.

B. Recommend that the client perform those tasks outside the performance evaluation process in compensation management.

C. Include the Manage Promotions task in the process flow, but handle rewards separately in compensation management.

D. Include the Allocate Rewards subtask in the process flow, but handle promotions separately in core HR.

E. Configure the performance document sections to include rewards and promotions.

Correct Answer: C

QUESTION 3

Which two worker information areas can be evaluated in a performance document?

A. Qualifications

B. Development Goals

C. Performance Goals

D. Languages

E. Competencies

Correct Answer: CE

QUESTION 4

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

QUESTION 5

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