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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

As an HR specialist, you want to mass-assign goals to workers. While assigning the goals, you selected a goal plan but did not select a goal plan period. Choose the correct option that holds true for the goal plan period in this scenario.

- A. The organization owner of the respective worker assigns a goal plan period based on the individual organization goal plan period.
- B. The HR specialist who assigned the goal plan either sends notification to workers about the goal plan period or manually populates the plan period based on the expected goal completion date.
- C. The workers populate the plan period for the goal plan based on the expected goal's target completion date.
- D. The system determines and auto-populates appropriate goal plan and sub-period based on the goal's target date.

Correct Answer: B

QUESTION 2

Which three statements are true about goal plans?

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

Correct Answer: ADE

QUESTION 3

Which two statements regarding the creation of a performance document are true?

- A. An HR Specialist can mass-create performance documents by using eligibility profiles.
- B. A worker can create his or her own performance document.
- C. An organization owner can create performance documents for workers in his or her organization.
- D. An HR Specialist can create a performance document on behalf of a manager.

Correct Answer: AD

QUESTION 4



What happens when you publish a goal?

- A. It is added to the competency library.
- B. It is available to workers in the Organization Goals area of the My Goals page.
- C. It is added to the goal library for users to select.
- D. It is available to workers in the Shared Goals area of the My Goals page.

Correct Answer: B

QUESTION 5

During the talent review meeting, review participants want to see data from five previous meetings; however, the system does not allow this. What is the reason?

- A. Only data from two meetings can be included in the talent review meeting.
- B. Only data from one meeting can be included in the talent review meeting.
- C. Only data from four meetings can be included in the talent review meeting.
- D. Data from previous meetings can be included in the current review meeting.

Correct Answer: A

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