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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

Which statement is true about selecting Job and Position information for the talent pool?

- A. The Grade field is disabled.
- B. Job Family and Job Profile are enabled when Position is selected first.
- C. Job and Department fields are populated and disabled when Position is selected first.
- D. Additional fields are restricted when Department is selected first.

Correct Answer: A

QUESTION 2

Your customer requires a Mid-Year review and Annual Review for the current business process to work in Oracle Performance Management Cloud. They have a Self-Evaluation step in both the performance templates but they would like to notify the employee's manager about the completion of the Self-Evaluation step only in the Annual Review Document to reduce the mail traffic.

Which statement is correct about implementing this requirement?

- A. This notification cannot be controlled at the performance template level and once turned on will fire for the step for all the Performance templates.
- B. The Activity Name for Manager Role will be left blank for the Mid-Year review process flow.
- C. The Notify Manager check box will be deselected in the Mid-Year review template and will be selected for the Annual review template.
- D. The Notify Manager check box will be not selected in the Overall Summary section in the Mid-Year review template and this will be selected for the Annual review template.

Correct Answer: B

QUESTION 3

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: BCE

QUESTION 4

Select the correct statement about performance and development goals.

- A. Performance goals are assigned per assignment and development goals are assigned per person.
- B. Performance goals are assigned per person and development goals are assigned per assignment.
- C. Both performance goals and development goals are assigned per assignment.
- D. Both performance goals and development goals are assigned per person.
- E. Both performance goals and development goals can be assigned per assignment and per person.

Correct Answer: C

QUESTION 5

The goal plan template is the basis for the generation of goal plans for HR specialists. Select four correct actions that an HR specialist can perform with respect to goal plan templates.

- A. Create goal plan templates.
- B. Duplicate the goal plan templates.
- C. Select goals to include in the template.
- D. Change template status to "inactive."
- E. Select population for the goal plan template.
- F. Delete the templates that were never used.
- G. Rename templates.

Correct Answer: BDEF

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