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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

The Performance document has an approval step right after the Manager Evaluation step in a Performance process flow which also has a Self-Evaluation step. In the same performance, the option of "Evaluation activities can be performed concurrently" is selected.

What happens to the document control when the approval task is triggered and the document approver rejects the approval request?

A. The control of the document comes to the worker\\'s Line Manager.

B. The control of the document comes to the worker.

C. The control of the document is open and whoever opens and saves the document first, the document is locked for that role.

D. The control of the document remains with the approver until the performance document is shared.

Correct Answer: A

QUESTION 2

Your organization wants to implement a project evaluation process and a semiannual evaluation for its workforce. Managers should be able to record the final feedback and profile content to rate worker competencies. There should be a clear distinction between the tasks the managers and workers perform as part of the evaluation process. Identify the four components that you need to configure to create a performance document that will meet these requirements.

A. calculation rules in the process flow to include semiannual ratings

B. Overall Summary section for manager final feedback

C. process flows with unique step names for managers and workers

D. a section to bring together the documents type, template sections, and process flow

E. the Performance template section for profile content to rate worker competencies

F. thePerformance template section for manager final feedback

G. document types of Project evaluation and semiannual evaluation

Correct Answer: ABCE

QUESTION 3

The Department Manager has created and published an organization goal "Improve Organization Performance". The goal-setting process is completed across the organization. At the end of the goal-setting process, the Department Manager wants to know how many workers in his or her organization have set goals to "Improve Organization Performance".

How can the Department Manager see the desired information?

A. View either the Goal Alignment Summery report orthe Goal Progress Summary report.

B. View the Goal Progress Summary report.

C. Create a new dashboard report on the Organization Goals page.

D. Create a new dashboard report on the My Goals page.

E. View the Goal Alignment Summary report.

Correct Answer: E

QUESTION 4

Which statement regarding online processing thresholds is true?

A. This profile option determines only the number of records that the application can manually process.

B. The number of records in the process is calculated by multiplying the number of goals by the number of assignees.

C. The default maximum number of processing records is 100.

D. The online processing threshold only applies when the HR specialist mass-assigns goals.

Correct Answer: D

QUESTION 5

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

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