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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

What is the source of performance-related data that is available during a talent review meeting?

- A. The overall rating of a performance document
- B. The updated rating provided before the meeting by a participant
- C. The Career Planning card
- D. The overall rating of a performance document, the updated rating provided before the meeting by a participant, or the Career Planning card
- E. The average from the overall rating of a performance document, the updated rating provided before the meeting by a participant, and the rating from the Career Planning card

Correct Answer: D

QUESTION 3

Which two statements are true regarding adding candidates to succession plans?

- A. A Find Best Fit analysis must be run before adding candidates to the succession plan.
- B. When adding candidates, you cannot update their risk-of-loss or impact-of-loss ratings.
- C. Succession plans can be available to and include candidates from several organizations.
- D. Find Best Fit is available when a job profile is associated with the succession plan or the incumbent's job.

Correct Answer: AC

QUESTION 4

Which two statements are true regarding a performance template section?



- A. The Profile Content section can be both rated and weighted.
- B. The Goals section can be weighted but not rated.
- C. The Worker Final Feedback section can be rated and weighted.
- D. The Manager Final Feedback section can be rated and weighted.
- E. The Overall Summary section can be rated but not weighted.

Correct Answer: AD

QUESTION 5

Where do you define the relationship if you want to set up a relationship between Goals Content Type and Competencies Content Type?

- A. Set up the relationship type as "Is Supported By on Competencies Content Type."
- B. Set up the relationship type as "Is Supported By on Goal Content Type."
- C. Set up the relationship type as "Is Supported By on Goal and Competencies Content Type."
- D. Set up the relationship type as "Is Related To on Competencies Content Type."
- E. Set up the relationship type as "Is Related To on Goal and Competencies Content Type."

Correct Answer: C

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