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Oracle Talent Management Cloud 2022 Implementation Professional

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QUESTION 1

Which two statements are true regarding adding goals to and removing goals from a talent pool?

- A. When you add a goal to a pool, all members of the pool are assigned the goal.
- B. If you remove a development goal from a talent pool, that goal will be automatically removed from the workers\' goals list, which inherited the goal from the talent pool.
- C. You can only add goals that exist in the goal library.
- D. When you add a goal to pool members who already have that goal as one of their existing goals, the goal will be duplicated in their goal list.

Correct Answer: AC

QUESTION 2

You are implementing Oracle Goal Management for a midsize company. Your customer wants to add goals from a legacy application. These goals need to be available to all workers, managers, and organization owners.

Identify two ways to satisfy these requirements.

- A. Add goals to a goal plan.
- B. Add goals to the goal library.
- C. Add the goals as an organizational owner.
- D. Upload goals into the goal library by using an application-generated spreadsheet.

Correct Answer: CD

QUESTION 3

Which two statements are true regarding succession plan strength?

- A. It is also known as plan bench strength.
- B. It is a non-calculated description of succession plan that is determined by the number of candidates in the plan and their risk of loss.
- C. It is a non-calculated description of succession plans that is determined by the number of candidates in the plan and their readiness.
- D. It can be manually overridden.

Correct Answer: AC

QUESTION 4

Which two types of goals can be included in a Performance Document for review?

- A. Development Goals
- B. Organization Goals
- C. Performance Improvement Goals
- D. Performance Goals

Correct Answer: AD

QUESTION 5

The Human Resources department manager informs the Human Resource Specialist that Employee 1, who is Head of Sales, plays a vital role in the organization and they must plan for the successors of the employee. What should the Human Resource Specialist do?

- A. Create an Incumbent Succession Plan for Employee 1.
- B. Create a Job Succession Plan for the Head of Sales job.
- C. Create a Position Succession Plan for the Head of Sales position.
- D. Create a Job Profile Succession Plan for the Sales job profile.
- E. Create a Job Family Succession Plan for the Sales job family.

Correct Answer: A

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