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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

After a reorganization, how would a manager's organization goals carry to his or her new organization?

- A. The HR Specialist transfers the goals from the manager's old organization to the same manager's new organization.
- B. The HR Specialist transfers the goals from the organization owner under the old organization, to the organization owner under the new organization.
- C. The organization owner transfers the goals from the old Organization ID to the new Organization ID.
- D. The HR Specialist deletes the goals from the old organization and the organization owner adds the goals under the new organization.

Correct Answer: D

QUESTION 2

The Human Resources department manager informs the Human Resource Specialist that Employee 1, who is Head of Sales, plays a virtual 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 Job Profile Succession Plan for the Sales job profile.
- D. Create a Job Family Succession Plan for the Sales job family.
- E. Create a Position Succession Plan for the Head of Sales position.

Correct Answer: A

QUESTION 3

Goal Management enables you to print worker goals. What are the two provided output formats?

- A. dat
- B. pdf
- C. html
- D. doc
- E. xls
- F. rtf

Correct Answer: BC

QUESTION 4

When a manager is terminated, how will you reassign the performance document and the corresponding tasks of his or her reports to the new manager?

- A. The new manager can be made responsible for the tasks associated with the performance document by using the Transfer Performance Document function.
- B. A new performance document has to be created for the report whose manager has been terminated and it has to be assigned to his or her new manager.
- C. The performance documents are automatically reassigned to the report's new manager.
- D. It is not possible to transfer the performance documents to the report's new manager.
- E. The new manager automatically has access to view the performance documents but cannot accomplish tasks associated with it.

Correct Answer: C

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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