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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

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

QUESTION 2

An employee transfers from the US Sales department to the Hong Kong Sales department midway through the period covered by the US Sales Annual Evaluation performance document. The HR specialist has run the batch eligibility process for the last time after the employee transferred, making him ineligible to use the US Sales Annual Evaluation performance document. However, the organization process requires that the employee be evaluated using performance documents for both his old and new locations.

The HR specialist navigates to the Manage Worker Eligibility page, and selects the employee. Then the HR specialist clicks the Change Eligibility button, selects the US Sales Annual Evaluation performance documents, and specifies to force it eligible.

Which statement is correct about the ability of the employee and his manager to perform evaluation?

- A. Since the employee no longer meets the eligibility criteria, only the new manager can access the performance document to perform the evaluation.
- B. Even though the employee no longer meets the eligibility criteria, he and his new manager can still access the performance document to perform the evaluation.
- C. Since the employee no longer meets the eligibility criteria, the employee and his manager are not able to conduct performance evaluation in his new location.
- D. The employee and his manager can access the performance document to perform evaluation only in a new location.

Correct Answer: A

QUESTION 3

Identify three setup tasks required to be performed before Fusion Goal Management is launched to manage goals.

- A. Manage worker goal setting lookups.
- B. Manage goal library.

- C. Manage goal management notification.
- D. Mass-assign goals.
- E. Manage value sets (if flex fields are deployed for goals).

Correct Answer: ACD

QUESTION 4

Your company's appraisal policy requires that the content of the performance document be added in a collaborative manner.

Implementation requirements include:

Both the worker and the manager are required to rate the worker. Conduct a review meeting for the worker, which the worker must acknowledge. Both the manager and the worker should be able to give their comments on the entire evaluation process.

Workers and managers should start setting goals for the next period.

To meet these requirements, what are the correct tasks and their sequence to be designed in the process flow?

- A. Set next period goals, set goals, first approval, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback
- B. Set goals, first approval, manager evaluation of worker, worker self-evaluation, provide final feedback, second approval, set next period goals
- C. Set goals, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback, set next period goals
- D. Set goals, worker self-evaluation, manager evaluation of worker, share performance document, first approval, confirm review meeting held, provide final feedback
- E. Set goals, manager evaluation of worker, share performance document, confirm review meeting held, provide final feedback
- F. Set goals, worker self-evaluation, manager evaluation of worker, provide final feedback, confirm review meeting held, set next period goals

Correct Answer: D

QUESTION 5

Which two options are available in the Page Layout field on the Create Questionnaire Template Contents page when creating a questionnaire template?

- A. 4 column
- B. 2 column

C. 1 column

D. 3 column

E. 5 column

Correct Answer: AC

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