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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

What happens when you publish a goal?

A. It is added to the competency library.

B. It is available to workers in the Organization Goals area of the My Goals page.

C. It is added to the goal library for users to select.

D. It is available to workers in theShared Goals area of the My Goals page.

Correct Answer: B

QUESTION 2

What is the maximum number of section types that you can configure in a performance template to meet the requirements of a semiannual evaluation of a company and what are the section types?

A. five; goals to rate worker goals, overall summary, worker final feedback, manager final feedback, and profile content to rate worker competencies

B. four; worker and peer final feedback, manager review, HR review, and profile content to assess career preferences

C. three; profile content to rate worker competencies, goals to rate worker goals, and rating model for risk and impact of loss

D. two; rating model for risk and impact of loss, and overall summary toprovide the overall rating of the worker or manager

E. three; HR Specialist final feedback along with rating, overall summary region, and profile content to rate worker\\'s risk of loss

F. five; profile content to rate worker competencies, goals to rate worker goals, overall summary, worker final feedback, and peer review

Correct Answer: F

QUESTION 3

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

A. If you remove a development goal from a talent pool, that goal will be automaticallyremoved from the workers\\' goals list, which inherited the goal from the talent pool.

B. When you add a goal to a pool, all members of the pool are assigned the goal.

C. You can only add goals that exist in the goal library.

D. When you add a goal to poolmembers who already have that goal as one of their existing goals, the goal will be duplicated in the goal list.

Correct Answer: BC

QUESTION 4

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 5

During performance evaluation, if changes are made to a worker\'s goals on the Goal Management pages, how can the changes be reflected in the performance document?

A. Use the "Update goals and competencies" action on the performance document.

B. The user must manually check for changes made on the Goal Management pages and update the performancedocument accordingly.

C. The changes made on the Goal Management pages are automatically reflected in the performance document.

D. After the performance document is created, the changes made on the Goal Management pages cannot be synchronized with the performance document and, therefore, must be evaluated outside the system.

E. A separate performance document must be created to incorporate the changes made on the Goal Management pages.

Correct Answer: C

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