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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

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

QUESTION 2

Which three options can be controlled by Performance Roles?

- A. Competency Section
- B. Questionnaire
- C. Goals Section
- D. Goals section rating scale
- E. Competency section rating scale
- F. Performance document period

Correct Answer: BCF

QUESTION 3

Which are three guidelines to follow when creating a questionnaire template or questionnaire?

- A. Determine the intended participant for the questionnaire - is the questionnaire for a widespread audience or specific group?
- B. Format basic information - Make it easier to categorize and control access.
- C. Add and format content - Specify the sequence, appearance, and formatting of questions and responses.
- D. Disregard specific regional or international laws or customs because any question may be asked in any country jurisdiction.
- E. Make sure that the questionnaire template is fully configured because questionnaires created based on a template cannot override template settings.

Correct Answer: BCE

QUESTION 4

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 5

Which statement is true regarding questionnaires?

- A. In a questionnaire, you cannot specify whether to allow respondents to add attachments to the response.
- B. In a questionnaire, you can specify whether to allow respondents to add attachments to the response and you can specify how the responses are presented.
- C. In a questionnaire, you cannot specify how the responses are presented.
- D. In a questionnaire, you cannot specify whether to allow respondents to add attachments to the response, but you cannot specify how the responses are presented.
- E. In a questionnaire, you cannot specify whether to allow respondents to add attachments to the response, but you can specify how the responses are presented.

Correct Answer: B

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