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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

After selecting the "Show progress" check box next to the timeline slider, one of the workers is displayed by a single marker. Identify two reasons for the worker not having a pair of markers.

- A. The worker was not included in the previous meeting.
- B. The worker was included in the previous meeting, but was in the holding area.
- C. The worker has not progressed since the previous meeting.
- D. The worker has progressed, but is currently in the holding area.
- E. The worker progress is in a negative direction and, therefore, needs a single marker to highlight the worker.

Correct Answer: BE

QUESTION 2

Which of the following statements are true about the goals belonging to a goal plan?

- I. Goal start date falls between the goal plan start date and goal plan end date.
- II. Goal Target Completion date falls between the goal plan start date and goal plan end date.
- III.
Goal Actual Completion date falls between the goal plan start date and goal plan end date.

- A.
- I, II, and III
- B.
- I only
- C.
- II only
- D.
- III only
- E.
- I and II only
- F.
- and III only

Correct Answer: E

QUESTION 3

An organization owner creates an organization goal and publishes the goal, while assigning the goal to specific individuals in the organization. Which three statements are true about workers and their goals in the organization?

- A. Workers can cancel the goal before they start working on it.
- B. Workers who create their own goals from the published goal can delete the goal.
- C. Workers who are assigned the goal can delete the goal.
- D. Worker goals created from the published goal are automatically aligned to the published goal.
- E. If the organization owner deletes the goal, the corresponding worker goals will be deleted.
- F. Workers can remove the alignment to the organization goal.

Correct Answer: CDF

QUESTION 4

The HR manager is planning for the next goal plan period. She finds that the current goal plan template being used by the organization does not reflect the latest organization-wide changes with respect to goal management.

How could the HR manager incorporate the changes?

- A. Create a new template and edit the goal settings in the new template.
- B. Update the goal-setting options in the current goal plan template.
- C. Update the goal management profile options.
- D. Delete the currently used template and create a new one.
- E. Add a new goal plan period now to the current template and update the goal-setting options.

Correct Answer: C

QUESTION 5

A talent review meeting in your organization was completed a week ago. There are certain tasks identified during the talent review meeting that were created in the system. One of these tasks need to be updated. Who has the privilege to update the task after the meeting is over?

- A. Business leader
- B. Review participants
- C. Business leader and review participants

- D. Facilitator
- E. Business leader and facilitator
- F. Owner and assignee of the task

Correct Answer: C

QUESTION 6

Which three actions must be completed before a worker can associate a goal to a goal plan, including a weight?

- A. The goal plan must be assigned to the worker's department.
- B. The goal must have the same Start Date as the goal plan.
- C. The worker must select the goal plan when creating the goal.
- D. The worker must select the goal from the goal library.
- E. The goal plan must include the worker's goal.
- F. The goal plan must be assigned to the worker.
- G. The goal plan must enable weights.

Correct Answer: BEG

QUESTION 7

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 8

You are a manager in a financial firm and have a new person report to you. The person is new to Oracle HCM Cloud and Person Gallery. He or she comes to you for help in understanding the difference between a suggestion list and an interest list.

Which option would be a good explanation for the difference between the two and help him or her in managing the lists?

- A. A suggestion list is a manually created list of jobs by the manager for an employee, whereas an interest list is a list of jobs or positions created by an employee, which he or she would like to pursue.
- B. A suggestion list is a manually created list of jobs by the manager for an employee, whereas an interest list is a list of jobs or positions created automatically for an employee based on the competencies, skills, and qualifications match on his or her profile.
- C. A suggestion list is an automatically created list of jobs for an employee based on the competencies, skills, and qualifications match on his or her profile, whereas an interest list is a list of jobs or positions created by the manager for an employee based on employee performance and interests.
- D. A suggestion list is automatically generated when an employee views his or her career planning card and consists of suitable jobs or position profiles based on how well an employee's competencies, skills, and qualifications match with those of the job or position profile. An interest list is manually created by an employee by browsing profiles of jobs and positions that he or she might like to pursue and adding them to the list.
- E. A suggestion list is a manually created list of jobs by the employee himself or herself for his or her peers. An interest list is automatically created for the employee based on his or her qualification, skills, and competencies.

Correct Answer: D

QUESTION 9

Which two worker information areas can be evaluated in a performance document?

- A. Performance Goals
- B. Career Preferences
- C. Job Competencies
- D. Development Goals

Correct Answer: AC

QUESTION 10

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 the Shared Goals area of the My Goals page.

Correct Answer: B

QUESTION 11

Your customer would like to have the Line Manager's Manager approval in a Performance Document. Which setup option should you use for implementing this?

- A. Select the option of Include Second Approval Processing Activity in the Performance template.
- B. Select the option of Include Approval Processing Activity in the Process Flow attached to the Performance template.
- C. Select the option of Include Second Approval Processing Activity in the Process Flow attached to the Performance template.
- D. Set the profile option HRA_PD_AAPR to Y.

Correct Answer: B

QUESTION 12

Your customer has enabled the notification Participant Feedback ?Worker deletes participant. One of the workers has an open performance document and requested a Participant Feedback. In the middle of the performance cycle the worker had a Line manager change, but the worker's performance document owner remained the old manager. The worker deletes a feedback participant since the feedback was no longer required by the previous co-worker.

Which two will be receiving a notification for this action?

- A. Feedback Participant
- B. Old Line Manager
- C. Worker
- D. Current Line Manager
- E. HR Specialist

Correct Answer: AD

QUESTION 13

You are implementing Oracle Performance Management Cloud with the requirements that during performance evaluation, a manager should be able to allocate rewards to direct reports and also be able to promote them. How do you meet these requirements?

- A. Include the Allocate Rewards subtask in the process flow, but handle promotions separately in core HR.
- B. Recommend that the client perform those tasks outside the performance evaluation process in compensation management.
- C. In the performance process flow setup, include the tasks Allocate Rewards and Manage Promotions.
- D. Configure the performance document sections to include rewards and promotions.

E. Include the Manage Promotions task in the process flow, but handle rewards separately in compensation management.

Correct Answer: C

QUESTION 14

A Human Resources Manager informs the Human Resource Specialist that an Incumbent Succession Plan needs to be updated. The Human Resource Specialist is unable to find the Incumbent Succession Plan. What is the cause of this?

- A. The Human Resource Specialist is not the owner of the Succession Plan even though the privacy of the plan is Public.
- B. The Human Resource Specialist is one of the owners of the Succession Plan; however, the data role of the Human Resource Specialist doesn't allow him to search for the employee in person management search.
- C. The Human Resource Specialist is one of the owners of the Succession Plan; however, the privacy of the plan is Private.
- D. The Human Resource Specialist is not the owner of the Succession Plan even though the data role of the Human Resource Specialist allows him to search for the employee in person management search.

Correct Answer: B

QUESTION 15

What happens when a Performance Document approval is rejected?

- A. It is deleted.
- B. It is inactivated.
- C. It is suspended.
- D. It is returned to the submitter.

Correct Answer: A

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