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Oracle Talent Management Cloud 2019 Implementation Essentials

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QUESTION 1

When exploring roles that may be of interest to you, other than manually searching for a role, which two categories are available on the Explore Roles tile?

A. Best Matches

B. Departmental Roles

C. Recommended Roles from Manager and HR Specialist

D. Recommendations from Peers

Correct Answer: AB

QUESTION 2

A Human Resource Specialist is required to create a Talent Review Meeting for all the Sales Consultants

in the Regional Sales Department. While creating the meeting, the Human Resource Specialist is unable

to add Succession Plan to the meeting.

Identify two reasons for this.

A. The Human Resource Specialist creating the Talent Review Meeting does not own any Succession Plans.

B. The Business Leader of the Talent Review Meeting is not an owner of any Succession Plans.

C. The Workers part of the Review Population of the meeting is not part of any Succession Plans.

D. Talent Review Template selected for the meeting does not have Include Succession Plans enabled.

E. The Workers part of the Review Population of the meeting does not have any Succession Plans defined.

Correct Answer: BC

QUESTION 3

Where do reviewers create and manage notes for their direct and indirect reports for a Talent Review Meeting?

A. Prepare Review Content page

B. Talent Review Dashboard

C. Show Details dialog box

D. Manage Notes and Tasks page

Correct Answer: A

QUESTION 4

You are a functional analyst and have been tasked with creating new content items to be used in various

profile templates.

What set of steps will you perform to accomplish this task?

A. Create content type, create item, set fields to be displayed, associate rating model, and save and close.

B. Create item, set the content type and content item fields, associate rating model, and save and close.

C. Create item, set the content type and content item fields, associate rating model, and save and close, and repeat the preceding steps for all the required content items.

D. Create item, set the content type and content item fields, save and close, and repeat the preceding steps for all the required content items.

E. Create item and set the content item fields, set content type, save and close, and repeat the preceding steps for all the required content items.

Correct Answer: C

QUESTION 5

Your client has 10 different vice-president jobs that are expected to have a high turnover rate. The client informs you that these jobs have identical or nearly identical skill sets. You are tasked with creating a succession plan, which has maximum plan strength. Which two tasks should be carried out to fulfill your client\\'s requirements?

A. Use the Job or Position plan type.

B. Use the Incumbent plan type.

C. Select and add a limited number of internal candidates.

D. Select and add a large number of candidates.

Correct Answer: AC

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