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Oracle Talent Management Cloud 2019 Implementation Essentials

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QUESTION 1

Which two statements are true for each type of questionnaire questions?

A. For the single select question type, the possible responses can be configured only to appear in a single select choice list.

B. For the single select question type, you can specify that the possible responses appear either in a single select choice list or as radio buttons.

C. You may configure specific responses and select the presentation method to determine how the response appears.

D. You may configure specific responses, but you cannot select the presentation method to determine how the response appears.

E. For the single select question type, the possible responses can be configured only to appear as radio buttons.

Correct Answer: BC

QUESTION 2

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. In the performance process flow setup, include the tasks Allocate Rewards and Manage Promotions.

B. Recommend that the client perform those tasks outside the performance evaluation process in compensation management.

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

D. Include the Allocate Rewards subtask in the process flow, but handle promotions separately in core HR.

E. Configure the performance document sections to include rewards and promotions.

Correct Answer: C

QUESTION 3

What can you use Questionnaires for before a Talent Review meeting?

A. to view and track development goals of workers outside of your direct reporting line

B. to assign Development Goals to workers in your direct reporting line

C. to calculate the worker potential rating during the content preparation stage

D. to assign qualitative or quantitative measurements to assess the level of success of achieving a goal

Correct Answer: C

QUESTION 4

You need to mass-assign goals that exist in the goal library. The requirements are as follows:

Performance goals A1, A2, and A3 should be assigned to Manager 1\\'s direct reports. Development goals

B1, B2, and B3 should be assigned to Manager 2\\'s direct reports.

Which option accomplishes these requirements?

A. Manager 1 and Manager 2 shares goals A1, A2, and A3 and B1, B2, and B3 with direct reports, respectively.

B. The organization owner should add goals A1, A2, A3, B1, B2, and B3 so they can be accessible as organization goals.

C. The HR Specialist selects goals from the goal library, and then assigns them to the appropriate population.

D. Manager 1 adds goals A1, A2, and A3 and manager 2 adds goals B1, B2, and B3 to their direct reports\\' performance documents.

Correct Answer: D

QUESTION 5

What should a manager do if he has assigned an organization goal to his direct reports, but intends to change the target completion date of Goals for the direct reports?

A. Sign in as the manager, go to Navigator/About me/ Goals/ My Worker Goals. Select the goal assigned by him and click Edit. Change the target completion date and click Submit.

B. Manage cannot change the Target completion date of the assigned organizational Goal.

C. Sign in as the manager, go to Navigator/ About me/ Goals/ My Organization Goals. Select the goal created by him and click Edit. Change the target completion date and click Submit.

D. Sign in as the manager, go to Navigator/ About me/ Goals/ My Organization Goals. Delete the assigned goal and select a new goal created by him with the new target completion date and assign the newly created goal.

Correct Answer: A

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