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Oracle Talent Management Cloud 2019 Implementation Essentials

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QUESTION 1

The Performance document has an approval step right after the manager Evaluation step in a Performance process flow which also has a Self Evaluation step. In the same performance process flow, the option of "Evaluation tasks can be performed concurrently" is selected. What happens to the document control when the approval task is triggered and the document approver rejects the approval request?

A. The control of the document remains with the approver until the performance document is shared.

B. The control of the document comes to the worker.

C. The control of the document comes to the worker\\'s Line Manager.

D. The control of the document is open and whoever opens and saves the document first, the document is locked for that role.

Correct Answer: C

QUESTION 2

Your organization may require an annual performance evaluation that includes any or all of the sections. Which four section types are valid for performance document template sections?

A. Manager only Questionnaire

B. Profile Content to rate worker competencies

C. Manager Final Feedback

D. Worker Final Feedback

E. Goals to rate worker goals

Correct Answer: BCDE

QUESTION 3

Which two options are available in the Section Order field on the Create Questionnaire Template Contents page when creating a questionnaire template?

A. Random

B. Descending

C. Sequential

D. Manual

E. Ascending

Correct Answer: AC

QUESTION 4

Which three statements are true about the Notes added in the Talent Review Meeting?

A. Business Leaders create and manage notes on the Talent Review dashboard.

B. Reviewers can see all notes created for the meeting for their direct and indirect reports.

C. Reviewers create and manage notes for their direct and indirect reports on the Prepare Review Content page.

D. Facilitators create and manage notes on the Talent Review dashboard.

Correct Answer: BCD

QUESTION 5

A company uses the band method for the overall summary, sum method for the goals section, and average method for the competencies section with rating points. For an employee, the score for the competencies section is 50, and the score for the goals section is 20. The table shows the rating point ranges set up for the overall section rating model to assign the rating level for the overall rating. What is the overall rating of the employee?

Rating Points From	Rating Points To	Rating Level
0	15	A
16	30	D
31	45	C
46	60	B
61	75	E

A. A

B. D

C. E

D. C

E. B

Correct Answer: C

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