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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

Identify four correct statements that describe the Performance Template.

- A. In the performance template, you cannot specify static content, such as competencies and goals.
- B. In the performance template, you cannot edit sections in the template.
- C. In the performance template, you can edit sections in the template.
- D. In the performance template, you can select the document type, sections, process flows to use, and any additional content on which to rate workers.
- E. In the performance template, you can specify the processing rules for the document, and enter the periods for which the performance documents are valid.
- F. In the performance template, you can select the roles that can access the performance documents created from the template.

Correct Answer: CDEF

QUESTION 2

You have created a talent review dashboard and have not enabled the holding area. One of the workers has not been rated before the talent review meeting.

Where would you see the worker during the talent review meeting?

- A. The worker will appear in the box chart analytic, but will be excluded from the review.
- B. The worker will appear in the box chart analytic and will be included in the talent review.
- C. The worker will not appear in the box chart analytic and will be excluded from the review.
- D. The worker will not appear in the box chart analytic, but will be included in the review.

Correct Answer: A

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

You configure questions and responses in the question library to add to the questionnaire. Identify four question types that can be defined in the question library.

- A. Text - Respondent enters a response in a text field.
- B. Single choice - Respondent selects a single choice from selections you provide.
- C. Multiple choice - You provide responses and respondents select one or more responses from the options available.
- D. No response - It is used to provide additional information or allow respondents to add attachments.
- E. Additional response - It is used to provide additional information or add attachments.

Correct Answer: ABCE

QUESTION 5

Which statement regarding online processing thresholds is true?

- A. This profile option determines only the number of records that the application can manually process.
- B. The number of records in the process is calculated by multiplying the number of goals by the number of assignees.
- C. The default maximum number of processing records is 100.
- D. The online processing threshold only applies when the HR specialist mass-assigns goals.

Correct Answer: D

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