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Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

Which two statements are true regarding a performance template section?

A. The Goals section can be weighted but not rated.

B. The Overall Summary section can be rated but not weighted.

C. The Manager Final Feedback section can be rated and weighted.

D. The Worker Final Feedback section can be rated and weighted.

E. The Profile Content section can be both rated and weighted.

Correct Answer: BC

QUESTION 2

You have a requirement in your company to set up model talent profiles for various jobs and positions in

your organization\\'s hierarchy.

Which profile type template will suit your requirement?

A. Document the requirements and create a model person profile, job profile, and position profile.

B. Document the requirements and create a model profile which can be used only for positions.

C. Document an incumbent\\'s talent and create a model person profile and use it for either the job or the position that you want to create.

D. Document the requirements and create a model profile, which can be used only for jobs.

E. Document the requirements and create a model profile, which can be used for both jobs and positions.

Correct Answer: E

QUESTION 3

Which statement is correct regarding eligibility profiles in the performance evaluation module?

A. They must be marked as required on the general and document periods tabs of the evaluation to ensure that employees receive the evaluation.

B. They are used to determine which audience receives which questionnaire.

C. They are the sole determining factor in how employees receive access to performance evaluations.

D. They can be on the general tab and/or the document periods tab however at least one of the profiles must match the review period on the performance evaluation.

Correct Answer: A

QUESTION 4

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 5

A specific goal from the goal library is added by a worker. Later, the HR specialist changes the status of the goal in the goal library to "Inactive". How does the system behave when the goal status is saved?

A. It successfully saves the status without affecting the worker\'s goals and the goal is prevented from future copying.

B. It throws an error saying "Insufficient Privileges".

C. It deletes the goal from the worker\'s goals and successfully saves the status.

D. It completely deletes the goal from the system.

E. It throws an error saying "Goal is already in use."

Correct Answer: C

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