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QUESTION 1

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 2

You are in the process of setting up a talent review meeting. When you log in to the application, the talent review template does not appear in the list of values. Identify the reason for the template not appearing in the list of values.

A. The template is in Active status.

B. The template is in Planned status.

C. The template is in Approved status.

D. The template is in Inactive status.

E. The template is in Incomplete status

Correct Answer: E

QUESTION 3

The Human Resources department manager informs the Human Resource Specialist that Employee 1, who is Head of Sales, plays a vital role in the organization and they must plan for the successors of the employee. What should the Human Resource Specialist do?

A. Create an Incumbent Succession Plan for Employee 1.

B. Create a Job Succession Plan for the Head of Sales job.

C. Create a Position Succession Plan for the Head of Sales position.

D. Create a Job Profile Succession Plan for the Sales job profile.

E. Create a Job Family Succession Plan for the Sales job family.

Correct Answer: A

QUESTION 4

One of the workers reporting to you is appearing in the holding area. Which three are possible reasons for the worker to be in the holding area?

A. The worker was not rated before the talent review meeting.

B. The worker has been placed in the holding area by you during the talent review meeting.

C. The box in which the worker should appear has multiple ratings mapped to it, resulting in the worker being placed in the holding area.

D. The performance rating model that is used to assess the worker\\'s overall performance rating differed from the performance rating model selected on the talent review configuration template.

E. The Skills and Qualifications of the Employee\\'s profile are incomplete.

Correct Answer: ACD

QUESTION 5

Your company\\'s appraisal policy requires that the content of the performance document be added in a

collaborative manner.

Implementation requirements include:

Both the worker and the manager are required to rate the worker. Conduct a review meeting for the

worker, which the worker must acknowledge. Both the manager and the worker should be able to give

their comments on the entire evaluation process.

Workers and managers should start setting goals for the next period. To meet these requirements, what

are the correct tasks and their sequence to be designed in the process flow?

A. Set goals, worker self-evaluation, manager evaluation of worker, confirm review meeting held, set next period goals.

B. Set goals, worker self-evaluation, manager evaluation of worker, share performance document, first approval, confirm review meeting held, provide final feedback.

C. Set goals, first approval, manager evaluation of worker, worker self-evaluation, provide final feedback, second approval, set next period goals.

D. Set goals, manager evaluation of worker, share performance document, confirm review meeting held, provide final feedback.

E. Set next period goals, set goals, first approval, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback.

F. Set goals, worker self-evaluation, manager evaluation of worker, provide final feedback, confirm review meeting held, set next period goals.

Correct Answer: B

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