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QUESTION 1

The HR manager is planning for the next goal plan period. She finds that the current goal plan template being used by the organization does not reflect the latest organization-wide changes with respect to goal

management.

How should the HR manager incorporate the changes?

A. Update the goal-setting options in the current goal plan template.

B. Add a new goal plan period row to the current template and update the goal-setting options.

C. Update the goal management profile options.

D. Create a new template and edit the goal settings in the new template.

E. Delete the currently used template and create a new one.

Correct Answer: C

QUESTION 2

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

QUESTION 3

Your customer wants a list of items that managers should consider doing when creating their goals, so that subordinates can create goals that align with or support their managers\\' goals. Select two options that should be included in the training materials for managers to satisfy this requirement.

A. publishing Performance Goals

B. Publishing Organization Goals

C. sharing Performance Goals

D. aligning goals

E. sharing Organization Goals

F. assigning goals

Correct Answer: DE

QUESTION 4

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 5

Which goal task can managers NOT perform for employees that report to them?

A. Align goals

B. Mass assign goals

C. Assign goals

D. Delete goals

E. Print goals

Correct Answer: E

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