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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

What happens when a task is created during a talent review meeting by using the add task functionality?

- A. Only the assignee is notified and his or her watch list is updated.
- B. Both the owner and the assignee are notified and their watch lists are updated.
- C. Only the owner is notified and his or her watch list is updated.
- D. The facilitator sends an email to the owner of the task.
- E. The business leader is notified about the newly created task.

Correct Answer: B

QUESTION 2

Which three goal types are available in Goal Management?

- A. Performance
- B. Development
- C. Organizational
- D. Management
- E. Personal

Correct Answer: ACE

QUESTION 3

The Human Resources department manager informs the Human Resource Specialist that Employee 1, who is Head of Sales, plays a virtual 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 Job Profile Succession Plan for the Sales job profile.
- D. Create a Job Family SuccessionPlan for the Sales job family.
- E. Create a Position Succession Plan for the Head of Sales position.

Correct Answer: A

QUESTION 4

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, the option of "Evaluation activities 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 comes to the worker's Line Manager.
- B. The control of the document comes to the worker.
- C. The control of the document is open and whoever opens and saves the document first, the document is locked for that role.
- D. The control of the document remains with the approver until the performance document is shared.

Correct Answer: A

QUESTION 5

A goal plan is created that includes goals from a previous goal plan. Which two goals are copied to the new goal plan?

- A. Goals with the status Mark for Copy.
- B. Goals with the status Complete.
- C. Goals with the status In Progress.
- D. Goals with the status Not Started.

Correct Answer: CD

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