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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

Which two statements are true about the due date for completion of a participant feedback?

- A. The due date is determined from the performance template.
- B. The due date is determined by the manager while sending the participant feedback request.
- C. The due date is determined from the performance template, but the manager can override it.
- D. The due date is part of the notification that goes to the participant requesting the feedback.

Correct Answer: BC

QUESTION 2

The Department Manager has created an organization goal "Improve Organization Sales". The goal is assigned to all the workers who fall under the organization hierarchy. The goal- setting process is completed across the organization. At the midpoint of the goal period, the Department Manager would like to know if the workers in his or her organization are achieving the goals that are aligned to the organization's goal "Improve Organization Sales".

How can the manager see the desired information?

- A. Create a new dashboard report on the My Goals page.
- B. Create a new dashboard report on the Organization Goals page.
- C. View the Goal Alignment Summary report.
- D. View the Goal Progress Summary report.
- E. View either the Goal Alignment Summary report or the Goal Progress Summary report.

Correct Answer: D

QUESTION 3

What is the source of performance-related data that is available during a talent review meeting?

- A. The overall rating of a performance document
- B. The updated rating provided before the meeting by a participant
- C. The Career Planning card
- D. The overall rating of a performance document, the updated rating provided before the meeting by a participant, or the Career Planning card
- E. The average from the overall rating of a performance document, the updated rating provided before the meeting by a participant, and the rating from the Career Planning card

Correct Answer: D

QUESTION 4

A senior manager with your client wants to see a report that shows how much progress is being made on the goals that support his or her performance goals. How would you satisfy this requirement?

- A. Show the manager how to use the Goal Progress Summary analytic on the My Organization Goals page, avoiding a custom report.
- B. Create a new analytic that shows the goals that are aligned to the manager's performance goals and their status.
- C. Create a new analytic that shows the goals that are aligned to the manager's organization goals and their status.
- D. Show the manager how to use the Goal Alignment Summary analytic on the My Organization Goals page, avoiding a custom report.

Correct Answer: A

QUESTION 5

Identify three setup tasks required to be performed before Fusion Goal Management is launched to manage goals.

- A. Manage worker goal setting lookups.
- B. Manage goal library.
- C. Manage goal management notification.
- D. Mass-assign goals.
- E. Manage value sets (if flex fields are deployed for goals).

Correct Answer: ACD

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