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Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

Which two statements are true regarding adding goals to and removing goals from a talent pool?

- A. When you add a goal to a pool, all members of the pool are assigned the goal.
- B. If you remove a development goal from a talent pool, that goal will be automatically removed from the workers' goals list, which inherited the goal from the talent pool.
- C. You can only add goals that exist in the goal library.
- D. When you add a goal to pool members who already have that goal as one of their existing goals, the goal will be duplicated in their goal list.

Correct Answer: AC

QUESTION 2

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 3

In a performance evaluation, which three options can be accessed by Performance Roles?

- A. Performance document period
- B. Competency section rating scale
- C. Competency Section
- D. Goals section rating scale
- E. Questionnaire
- F. Goals Section



Correct Answer: AEF

QUESTION 4

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

QUESTION 5

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

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