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Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

You configure questions and responses in the question library to add to the questionnaire. Identify four question types that can be defined in the question library.

- A. Additional response ?It is used to provide additional information or add attachments.
- B. No response ?It is used to provide additional information or allow respondents to add attachments.
- C. Single choice ?Respondent selects a single choice from selections you provide.
- D. Text ?Respondent enters a response in a text field.
- E. Multiple choice ?You provide responses and respondents select one or more responses from the options available.

Correct Answer: ACDE

QUESTION 2

Which two actions must be completed before an employee can add a goal to their goal plan?

- A. Weighting must be enabled in the goal plan.
- B. The goal plan must include the worker's goal.
- C. The employee must have a goal plan assigned to them.
- D. The worker must select the goal from the goal library.
- E. The worker must select the goal plan when creating the goal.

Correct Answer: AB

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

You are the IT analyst who has just been handed over a list of Content Types to be set up Person Profile as a free form. You take a look at the requirements and realize that there are system limitations around a few of the Content Types in the given requirements and you would need to communicate the same back to the business group. Identify the non-free-form Content Types in the requirements.

- A. Honors and Awards, Memberships, Licenses
- B. Accomplishments, Degrees, Languages
- C. Potential, Risk of Loss, Career Preferences
- D. Languages, Accomplishments, Potential
- E. Potential, Career Preferences, Degrees

Correct Answer: C

QUESTION 5

Identify four correct statements about the performance template.

- A. In the performance template, you can specify the processing rules for the document, and enter the periods for which the performance documents are valid.
- B. In the performance template, you can edit sections in the template.
- C. In the performance template, you can select the roles that can access the performance documents created from the template.
- D. In the performance template, you can set rating distributions.
- E. In the performance template, you can set default ratings.
- F. In the performance template, you can select the document type, sections, process flows to use, and any additional content on which to rate workers.

Correct Answer: ABCF

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