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Oracle Talent Management Cloud 2019 Implementation Essentials

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QUESTION 1

During the talent review meeting, review participants want to see data from five previous meetings; however, the system does not allow this. What is the reason?

A. Only data from four meetings can be included in the talent review meeting.

B. Data from previous meetings can never be included in a current meeting.

C. Only data from one meeting can be included in the talent review meeting.

D. Only data from two meetings can be included in the talent review meeting.

Correct Answer: D

QUESTION 2

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 3

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

QUESTION 4

After the performance document status is marked complete and goals are updated in Goal Management, can further changes be made to the goals in the performance document, either directly or through Goal Management?

A. Goals can be updated in the performance document by using Goal Management, but only by the manager.

B. Goals can be updated in the performance document by using Goal Management, but only by the worker.

C. Goals can be updated in the performance document by both the manager and the worker by using Goal Management only.

D. Goals can be updated in the performance document by both the manager and the worker.

E. Goals cannot be updated in the performance document by the manager or the worker.

Correct Answer: B

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