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Oracle Talent Management Cloud 2019 Implementation Essentials

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QUESTION 1

A Human Resources Manager informs the Human Resource Specialist that an Incumbent Succession Plan needs to be updated. The Human Resource Specialist is unable to find the Incumbent Succession Plan. What is the cause of this?

A. The Human Resource Specialist is not the owner of the Succession Plan even though the data role of the Human Resource Specialist allows him to search for the employee in the person management search.

B. The Human Resource Specialist is one of the owners of the Succession Plan; however, the privacy of the plan is Private.

C. The Human Resource Specialist is one of the owners of the Succession Plan; however, the data role of the Human Resource Specialist doesn\\\'t allow him to search for the employee in person management search.

D. The Human Resource Specialist is not the owner of the Succession Plan even though the privacy of the plan is Public.

Correct Answer: C

QUESTION 2

What is the maximum number of section types that you can configure in a performance template to meet the requirements of a semiannual evaluation of a company and what are the section types?

A. two; rating model for risk and impact of loss, and overall summary to provide the overall rating of the worker or manager

B. three; profile content to rate worker competencies, goals to rate worker goals, and rating model for risk and impact of loss

C. five; goals to rate worker goals, overall summary, worker final feedback, manager final feedback, and profile content to rate worker competencies

D. five; profile content to rate worker competencies, goals to rate worker goals, overall summary, worker final feedback, and peer review

E. three; HR Specialist final feedback along with rating, overall summary region, and profile content to rate workers\\\' risk of loss

F. four; worker and peer final feedback, manager review, HR review, and profile content to assess career preferences

Correct Answer: D

QUESTION 3

Which two statements are true regarding succession plan strength?

A. It is also known as plan bench strength.

B. It is a non-calculated description of succession plan that is determined by the number of candidates in the plan and their risk of loss.

C. It is a non-calculated description of succession plans that is determined by the number of candidates in the plan and their readiness.

D. It can be manually overridden.

Correct Answer: AC

QUESTION 4

You are implementing Oracle Performance Management Cloud with the requirements that during performance evaluation, a manager should be able to allocate rewards to direct reports and also be able to promote them. How do you meet these requirements?

A. In the performance process flow setup, include the tasks Allocate Rewards and Manage Promotions.

B. Recommend that the client perform those tasks outside the performance evaluation process in compensation management.

C. Include the Manage Promotions task in the process flow, but handle rewards separately in compensation management.

D. Include the Allocate Rewards subtask in the process flow, but handle promotions separately in core HR.

E. Configure the performance document sections to include rewards and promotions.

Correct Answer: C

QUESTION 5

Which three statements are true about the Notes added in the Talent Review Meeting?

A. Business Leaders create and manage notes on the Talent Review dashboard.

B. Reviewers can see all notes created for the meeting for their direct and indirect reports.

C. Reviewers create and manage notes for their direct and indirect reports on the Prepare Review Content page.

D. Facilitators create and manage notes on the Talent Review dashboard.

Correct Answer: BCD

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