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Oracle Talent Management Cloud 2019 Implementation Essentials

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QUESTION 1

You have a requirement in your company to set up model talent profiles for various jobs and positions in

your organization\\'s hierarchy.

Which profile type template will suit your requirement?

A. Document the requirements and create a model person profile, job profile, and position profile.

B. Document the requirements and create a model profile which can be used only for positions.

C. Document an incumbent\\'s talent and create a model person profile and use it for either the job or the position that you want to create.

D. Document the requirements and create a model profile, which can be used only for jobs.

E. Document the requirements and create a model profile, which can be used for both jobs and positions.

Correct Answer: E

QUESTION 2

When a talent pool is created, in what two ways can candidates for the pool be added?

A. Added using Select and Add

B. Added from a Succession Plan

C. Find Best Fit

D. Added from within a Talent Review Meeting

E. Upload via a spreadsheet

Correct Answer: AC

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

Your organization may require an annual performance evaluation that includes any or all of the sections. Which four section types are valid for performance document template sections?

A. Manager only Questionnaire

B. Profile Content to rate worker competencies

C. Manager Final Feedback

D. Worker Final Feedback

E. Goals to rate worker goals

Correct Answer: BCDE

QUESTION 5

You are implementing Oracle Goal Management for a midsize company. Your customer wants to add

goals from a legacy application. These goals need to be available to all workers, managers, and

organization owners.

Identify two ways to satisfy these requirements.

A. Add goals to a goal plan.

B. Add goals to the goal library.

C. Add the goals as an organizational owner.

D. Upload goals into the goal library by using an application-generated spreadsheet.

Correct Answer: CD