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QUESTION 1

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 2

The Privacy setting controls access to the questionnaire or template. Select two statements that are true.

A. Private: Only the owner and line managers can edit the questionnaire or template.

B. Private: Only the owner can edit the questionnaire or template.

C. Public: Anyone with permission to access the questionnaire or template can edit it.

D. Public: Anyone with or without permission to access the questionnaire or template can edit it.

E. Private: Only the owner and HR administrator can edit the questionnaire or template.

Correct Answer: BC

QUESTION 3

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

QUESTION 4

Which two statements are true regarding a performance template section?

A. The Goals section can be weighted but not rated.

B. The Overall Summary section can be rated but not weighted.

C. The Manager Final Feedback section can be rated and weighted.

D. The Worker Final Feedback section can be rated and weighted.

E. The Profile Content section can be both rated and weighted.

Correct Answer: BC

QUESTION 5

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

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