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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

How do you compare a worker\\'s performance and potential ratings from one of the previous meetings with his or her performance and potential ratings for the current year during a talent review meeting?

A. A comparison can be done only between different workers and not between workers\\' records across different time spans.

B. Use the Snow Progress feature in conjunction with the timeline slider.

C. Use the Move Marker functionality.

D. Use the Zoom functionality of the talent review dashboard.

E. Select the worker, click the Window details button, and then click the Compare tab.

Correct Answer: D

QUESTION 2

Your customer has enabled the notification Participant Feedback ?Worker deletes participant. One of the workers has an open performance document and requested a Participant Feedback. In the middle of the performance cycle the worker had a Line manager change, but the worker\\'s performance document owner remained the old manager. The worker deletes a feedback participant since the feedback was no longer required by the previous co-worker.

Which two will be receiving a notification for this action?

A. Feedback Participant

B. Old Line Manager

C. Worker

D. Current Line Manager

E. HR Specialist

Correct Answer: AD

QUESTION 3

You are a functional analyze and have been tasked with creating new content items to be used in various profile templates. What steps will you perform to accomplish this task?

A. Create content type, create item, set fields to be displayed, associate rating model, and save and close.

B. Create item, set the content type and content item fields, associate rating model, and save and close.

C. Create item, set the content type and content item fields, associate rating model, save and close, and repeat the preceding steps for all the required content items.

D. Create item, set the content type and content item fields, save and close, and repeat the preceding steps for all the required content items.

E. Create item and set the content item fields, set content type, save and close, and repeat the preceding steps for all the required content items.

Correct Answer: C

QUESTION 4

You need to mass-assign goals that exist in the goal library. The requirements are as follows:

Performance goals Al, A2, and A3 should be assigned to Brian Joseph\\'s direct reports. Development goals B1, B2, and B3 should be assigned to Linda Swift\\'s direct reports.

Which option accomplishes these requirements?

A. Brian Joseph adds goals Al, A2, and A3 and Linda Swift adds goals B1, B2, and B3 to their direct reports\\' performance documents.

B. The HR Specialist selects goals from the goal library, and then assigns them to the appropriate population.

C. The organization owner should add goals Al, A2, A3, B1, B2, and B3 to Fusion so they can be accessible as organization goals.

D. Brian Joseph and Linda Swift shares goals A1, A2, and A3 and B1, B2, and B3 with direct reports, respectively.

Correct Answer: B

QUESTION 5

When you add a task to a selected worker on the Talent Review dashboard, what role does the worker automatically assume?

A. Assigned Worker

B. Task Owner

C. Associated Worker

D. Assignee

Correct Answer: A