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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

Your customer would like to have the Line Manager's Manager approval in a Performance Document. Which setup option should you use for implementing this?

- A. Select the option of Include Second Approval Processing Activity in the Performance template.
- B. Select the option of Include Approval Processing Activity in the Process Flow attached to the Performance template.
- C. Select the option of Include Second Approval Processing Activity in the Process Flow attached to the Performance template.
- D. Set the profile option HRA_PD_AAPR to Y.

Correct Answer: B

QUESTION 2

Your customer wants the Goals and Competency section of the performance template to be populated based on the Job which is assigned to worker.

What two options should you use to configure this requirement?

- A. Create an eligibility profile based on worker Job and the HR Specialist could mass insert Competencies into already created performance documents using the Mass Assign process.
- B. Create an eligibility profile based on worker Job and the HR Specialist could mass insert Goals into already created performance documents using the Mass Assign process.
- C. Create an eligibility profile based on worker Job and populate worker Competencies using the Mass Assign process before the creation of the performance document. In the performance template section of Goals, choose the option of "Use Employee's Competencies".
- D. Populate the Job profile with Job-specific Competencies and in the performance template section of Competencies setup, choose the option of Use Specific Profile and select Job profile.
- E. Populate the Job profile with Job-specific Goals and in the performance template section of Goals setup, choose the option of Use Specific Profile and select Job profile.
- F. Create an eligibility profile based on worker Job and populate worker Goals using the Mass Assign process before the creation of the performance document. In the performance template section of Goals, choose the options of Use Employee's Goals.

Correct Answer: EF

QUESTION 3

Your client has 10 different vice-president jobs that are expected to have a high turnover rate. The client informs you that these jobs have identical or nearly identical skill sets. You are tasked with creating a succession plan, which has maximum plan strength.



Which two tasks should be carried out to fulfill your client's requirements?

- A. Select and add a limited number of internal candidates.
- B. Use the Job or Position plan type.
- C. Use the Incumbent plan type.
- D. Select and add a large number of candidates.

Correct Answer: AB

QUESTION 4

Which are three guidelines to follow when creating a questionnaire template or questionnaire?

- A. Determine the intended participant for the questionnaire - is the questionnaire for a widespread audience or specific group?
- B. Format basic information - Make it easier to categorize and control access.
- C. Add and format content - Specify the sequence, appearance, and formatting of questions and responses.
- D. Disregard specific regional or international laws or customs because any question may be asked in any country jurisdiction.
- E. Make sure that the questionnaire template is fully configured because questionnaires created based on a template cannot override template settings.

Correct Answer: BCE

QUESTION 5

A Human Resources Specialist is required to create a Talent Review Meeting for all the Sales Consultants in the Regional Sales Department. While creating the meeting, the Human Resource Specialist is unable to add Succession Plan to the meeting. What could be the two reasons for this?

- A. The Workers part of the Review Population of the meeting does not have any Succession Plans defined.
- B. Talent Review Template selected for the meeting does not have Include Succession Plans enabled.
- C. The Workers part of the Review Population of the meeting is not part of any Succession Plans.
- D. The Business Facilitator of the Talent Review Meeting is not an owner of any Succession Plans.
- E. The Human Resource Specialist creating the Talent Review Meeting does not own any Succession Plans.

Correct Answer: AD