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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

The performance template is configured in such a way that the Performance Rating given by the manager against a content item is going to update the worker's profile. Which two statements are true?

- A. The Instance Qualifier for the update cannot be "Reviewer ID".
- B. The Job (Model) Profile for the worker can also be updated.
- C. The Instance Qualifier for the update can be "Supervisor" or "Reviewer ID".
- D. Rating an item can be made mandatory.

Correct Answer: CD

QUESTION 2

A manager has assigned a performance goal "Improve Quality by 20%" to a worker by using the My Direct Goals page. The manager had picked the goal from the goal library. The goal is viewable by the worker on the Performance Goals tab of the My Goals page. The worker has started working towards achieving the goal "Improve Quality by 20%". In the middle of the goal period, when the worker tries to update the status of the goal, the worker finds that he or she is not allowed to update the goal attributes.

What is stopping the worker from updating the goal status?

- A. The worker cannot update the goals assigned by using the My Direct Goals page.
- B. The worker cannot update the performance goal.
- C. The worker cannot update the goals added from the goal library.
- D. The manager has not enabled the flag that allows workers to update goal attributes.
- E. The worker is not allowed to update the goal in the middle of the goal period.

Correct Answer: E

QUESTION 3

One of the workers reporting to you is appearing in the holding area. Identify three possible reasons for the worker to be in the holding area.

- A. The box in which the worker should appear has multiple ratings mapped to it, resulting in the worker being placed in the holding area.
- B. The worker joined the organization after the talent review meeting was scheduled.
- C. The performance rating model that is used to assess the worker's overall performance rating differed from the performance rating model selected on the talent review configuration template.
- D. The worker was not rated before the talent review meeting.



E. The worker has been placed in the holding area by you during the talent review meeting.

Correct Answer: BCD

QUESTION 4

Which statement is true regarding questionnaires?

- A. In a questionnaire, you cannot specify whether to allow respondents to add attachments to the response.
- B. In a questionnaire, you can specify whether to allow respondents to add attachments to the response and you can specify how the responses are presented.
- C. In a questionnaire, you cannot specify how the responses are presented.
- D. In a questionnaire, you cannot specify whether to allow respondents to add attachments to the response, but you cannot specify how the responses are presented.
- E. In a questionnaire, you cannot specify whether to allow respondents to add attachments to the response, but you can specify how the responses are presented.

Correct Answer: B

QUESTION 5

An employee transfers from the US Sales department to the Hong Kong Sales department midway through the period covered by the US Sales Annual Evaluation performance document. The HR specialist has run the batch eligibility process for the last time after the employee transferred, making him ineligible to use the US Sales Annual Evaluation performance document. However, the organization process requires that the employee be evaluated using performance documents for both his old and new locations.

The HR specialist navigates to the Manage Worker Eligibility page, and selects the employee. Then the HR specialist clicks the Change Eligibility button, selects the US Sales Annual Evaluation performance documents, and specifies to force it eligible.

Which statement is correct about the ability of the employee and his manager to perform evaluation?

- A. Since the employee no longer meets the eligibility criteria, only the new manager can access the performance document to perform the evaluation.
- B. Even though the employee no longer meets the eligibility criteria, he and his new manager can still access the performance document to perform the evaluation.
- C. Since the employee no longer meets the eligibility criteria, the employee and his manager are not able to conduct performance evaluation in his new location.
- D. The employee and his manager can access the performance document to perform evaluation only in a new location.

Correct Answer: A