Oracle
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Oracle Talent Management Cloud 2024 Implementation Professional

Questions And Answers PDF Format:

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Version = **Product**

Latest Version: 6.0

Question: 1

Which two statements are true regarding a performance template section?
Response:

A. The Profile Content section can be both rated and weighted.
B. The Goals section can be weighted but not rated.
C. The Worker Final Feedback section can be rated and weighted.
D. The Manager Final Feedback section can be rated and weighted.
E. The Overall Summary section can be rated but not weighted.

Answer: D,E

Question: 2

Where do you define the relationship if you want to set up a relationship between Goals Content Type and Competencies Content Type?
Response:

A. Set up the relationship type as "Is Supported By on Competencies Content Type."
B. Set up the relationship type as "Is Supported By on Goal Content Type."
C. Set up the relationship type as "Is Supported By on Goal and Competencies Content Type."
D. Set up the relationship type as "Is Related To on Competencies Content Type."
E. Set up the relationship type as "Is Related To on Goal and Competencies Content Type."

Answer: C

Question: 3

The goal plan template is the basis for the generation of goal plans for HR specialists. Select four correct actions that an HR specialist can perform with respect to goal plan templates.
Response:

A. Create goal plan templates.
B. Duplicate the goal plan templates.
C. Select goals to include in the template.
D. Change template status to "inactive."
E. Select population for the goal plan template.
F. Delete the templates that were never used.

G. Rename templates.

Answer: B,D,E,F

Question: 4

What happens when a Performance Document approval is rejected?
Response:

A. It is deleted.
B. It is inactivated.
C. It is suspended.
D. It is returned to the submitter.

Answer: A

Question: 5

Which two statements are true about organization goals?
Response:

A. They can be transferred from one organization owner to another.
B. They can be transferred from one organization owner to the organization owner of a different organization.
C. They can be shared with people in the organization and with those outside the organization.
D. They can be seen by anyone in the organization hierarchy.
E. They can be seen by anyone in the organization after being published.

Answer: A,C

Question: 6

What can you use Questionnaires for before a Talent Review meeting?
Response:

A. to view and track development goals of workers outside of your direct reporting line
B. to assign qualitative or quantitative measurements to assess the level of success of achieving a goal
C. to assign Development Goals to workers in your direct reporting line
D. to calculate the worker potential rating during the content preparation stage

Answer: D

Question: 7

Identify four modules with which Fusion Goal Management is integrated.
Response:

A. Fusion Profile Management
B. Fusion Performance Management
C. Fusion Benefits
D. Fusion Network at Work
E. Fusion Talent Review
F. Fusion Payroll
G. Fusion Compensation

Answer: A,C,D,G

Question: 8

Which three goal types are available in Goal Management?
Response:

A. Performance
B. Development
C. Organizational
D. Management
E. Personal

Answer: A,C,E

Question: 9

When a performance document is shared by the manager or acknowledged by the worker, what will the corresponding subtask status change to?
Response:

A. Acknowledged
B. Shared
C. Completed
D. Acknowledged or Shared
E. In Progress

Answer: A

After a reorganization, how would a manager's organization goals carry to his or her new organization?
Response:

A. The HR Specialist transfers the goals from the manager's old organization to the same manager's new organization.
B. The HR Specialist transfers the goals from the organization owner under the old organization, to the organization owner under the new organization.
C. The organization owner transfers the goals from the old Organization ID to the new Organization ID.
D. The HR Specialist deletes the goals from the old organization and the organization owner adds the goals under the new organization.

Answer: D