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**Oracle Talent Management Cloud 2018 Implementation Essentials
Exam**

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DEMO
VERSION (LIMITED CONTENT)

**Questions
& Answers**

Version: 8.0

Question: 1

What is the maximum number of section types that you can configure in a performance template to meet the requirements of a semiannual evaluation of a company and what are the section types?

- A. two; rating model for risk and impact of loss, and overall summary to provide the overall rating of the worker or manager
- B. three; profile content to rate worker competencies, goals to rate worker goals, and rating model for risk and impact of loss
- C. five; goals to rate worker goals, overall summary, worker final feedback, manager final feedback, and profile content to rate worker competencies
- D. five; profile content to rate worker competencies, goals to rate worker goals, overall summary, worker final feedback, and peer review
- E. three; HR Specialist final feedback along with rating, overall summary region, and profile content to rate workers' risk of loss
- F. four; worker and peer final feedback, manager review, HR review, and profile content to assess career preferences

Answer: D

Question: 2

What are two reasons an employee cannot access a goal from the goal library while adding a goal?

- A. Goal plan assigned to the employee is not part of the current review period.
- B. Goal created in the library is outside the Start Date and Target Completion Date.
- C. Goal Library profile option is not enabled.
- D. The goal is not with Active status in the goal library.
- E. Goal Library is not available to the employee.

Answer: B,D

Question: 3

Where do reviewers create and manage notes for their direct and indirect reports for a Talent Review Meeting?

- A. Prepare Review Content page
- B. Talent Review Dashboard
- C. Show Details dialog box
- D. Manage Notes and Tasks page

Answer: A

Question: 4

Your organization may require an annual performance evaluation that includes any or all of the sections.

Which four section types are valid for performance document template sections?

- A. Manager only Questionnaire
- B. Profile Content to rate worker competencies
- C. Manager Final Feedback
- D. Worker Final Feedback
- E. Goals to rate worker goals

Answer: B,C,D,E

Question: 5

While conducting a Talent Review Meeting for an organization, the Facilitator is unable to move the workers from one box to another box within the box chart.

What setting should be updated to enable the Facilitator to move employees in the 9-box or at what stage is it enabled?

- A. The Facilitator should update the Meeting Date to a past date (date earlier than the system date).
- B. The Facilitator should update the Data Submission deadline to a past date (date earlier than the system date).
- C. The Facilitator should conduct the meeting only after all the Review Participants have submitted the Review Content Data.
- D. The Facilitator should update the Status of the meeting to In Progress if the Meeting Date is scheduled on a future date.

Answer: C

Question: 6

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.

Answer: C

Question: 7

An HR specialist recently created a performance goal plan for his or her organization. Two new hires have joined the organization after the existing goal plan was created and assigned.

Employee 1 is required to have all the goals in the existing goal plan.

Employee 2 needs goals A1 and A2 in addition to the goals in the existing goal plan.

Goals A1 and A2 need to be added to the goal library.

Which statement addresses these requirements?

- A. The HR specialist can assign Employee 1 to the existing goal plan, create a new goal plan with goals (A1 and A2) from the goal library, and then assign the new goal plan to Employee 2.
- B. The HR specialist can create a new goal plan with goals from the existing goal plan, add goals A1 and A2 from the goal library, and assign them to both the new hires.
- C. The HR specialist can add the eligibility criteria to new goals (A1 and A2) within the goal plan and assign both the new hires to the existing goal plan.
- D. The HR specialist can add goals A1 and A2 to the goal library, add those goals to the existing goal plan, and then add both the new hires to the goal plan.

Answer: B

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