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## Oracle Talent Management Cloud 2022 Implementation Professional

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Version Demo

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## QUESTION NO: 1

Which goal task can managers NOT perform for employees that report to them?

- A. Align goals
- B. Mass assign goals
- C. Assign goals
- D. Delete goals
- E. Print goals

**ANSWER: E**

## QUESTION NO: 2

Which functionality in Talent management enables an HR specialist to select an individual based on a specific list of requirements?

- A. Person Portrait
- B. Best-Fit Analysis
- C. Profile Comparison
- D. Profile Search

**ANSWER: B**

## QUESTION NO: 3

Which are two of 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. A questionnaire can be created without a template.
- C. Format basic information – Make it easier to categorize and control access.
- D. Make sure that the questionnaire template is fully configured because questionnaires created based on a template cannot override template settings.

**ANSWER: C D**

## QUESTION NO: 4

Which three statements are true about goal plans?

- A. Goal plans can be used to add goals to goal plans from other sources.
- B. Goals can be added to a Performance goal plan, which is assigned to an organization.
- C. Goal plans can be used to group goals to track them easily for a specific population and time period.
- D. Goals can be assigned to both individuals and an organization by assigning the goal plan to both individuals and an organization.
- E. Goal plan can be used to assign goals to a specific population.

**ANSWER: A C E**

## QUESTION NO: 5

Which three statements are true about the Notes added in the Talent Review Meeting?

- A. Business Leaders create and manage notes on the Talent Review dashboard.
- B. Reviewers can see all notes created for the meeting for their direct and indirect reports.
- C. Reviewers create and manage notes for their direct and indirect reports on the Prepare Review Content page.
- D. Facilitators create and manage notes on the Talent Review dashboard.

**ANSWER: B C D**

## QUESTION NO: 6

The Performance document has an approval step right after the manager Evaluation step in a Performance process flow which also has a Self Evaluation step. In the same performance process flow, the option of "Evaluation tasks can be performed concurrently" is selected.

What happens to the document control when the approval task is triggered and the document approver rejects the approval request?

- A. The control of the document remains with the approver until the performance document is shared.
- B. The control of the document comes to the worker.
- C. The control of the document comes to the worker's Line Manager.
- D. The control of the document is open and whoever opens and saves the document first, the document is locked for that role.

**ANSWER: C**

## QUESTION NO: 7

You have created a talent review dashboard and have not enabled the holding area. One of the workers has not been rated before the talent review meeting.

Where would you see the worker during the talent review meeting?

- A. The worker will appear in the box chart analytic, but will be excluded from the review.
- B. The worker will not appear in the box chart analytic, but will be included in the review.
- C. The worker will appear in the box chart analytic and will be included in the talent review.
- D. The worker will not appear in the box chart analytic and will be excluded from the review.

**ANSWER: A**

## QUESTION NO: 8

During the talent review meeting, review participants want to see data from five previous meetings; however, the system does not allow this. What is the reason?

- A. Only data from four meetings can be included in the talent review meeting.
- B. Data from previous meetings can never be included in a current meeting.
- C. Only data from one meeting can be included in the talent review meeting.
- D. Only data from two meetings can be included in the talent review meeting.

**ANSWER: D**

## QUESTION NO: 9

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. Rating an item can be made mandatory.
- B. The Instance Qualifier for the update will be "Supervisor".
- C. The Job (Model) Profile for the worker can also be updated.
- D. The Instance Qualifier for the update will be "Reviewer ID"

**ANSWER: A B**

## QUESTION NO: 10

You are a review participant and there is a need to analyze the impact of changing the performance and potential rating of a worker reporting to you.

Identify two options available on the talent review dashboard that can be used for calibrating performance and potential.

- A. Zoom in
- B. Zoom out
- C. Mobility
- D. Move marker
- E. Drag-and-drop

**ANSWER: D E**