

100% Money Back
Guarantee

Vendor:Oracle

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Exam Name:Oracle Talent Management Cloud 2022
Implementation Professional

Version:Demo

QUESTION 1

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.

Correct Answer: CD

QUESTION 2

Which two options are available in the Section Order field on the Create Questionnaire Template Contents page when creating a questionnaire template?

- A. Random
- B. Descending
- C. Sequential
- D. Manual
- E. Ascending

Correct Answer: AC

QUESTION 3

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"

Correct Answer: AB

QUESTION 4

You configure questions and responses in the question library to add to the questionnaire. Identify four question types that can be defined in the question library.

- A. Additional response ?It is used to provide additional information or add attachments.
- B. No response ?It is used to provide additional information or allow respondents to add attachments.
- C. Single choice ?Respondent selects a single choice from selections you provide.
- D. Text ?Respondent enters a response in a text field.
- E. Multiple choice ?You provide responses and respondents select one or more responses from the options available.

Correct Answer: ACDE

QUESTION 5

The Privacy setting controls access to the questionnaire or template. Select two statements that are true.

- A. Private: Only the owner and line managers can edit the questionnaire or template.
- B. Private: Only the owner can edit the questionnaire or template.
- C. Public: Anyone with permission to access the questionnaire or template can edit it.
- D. Public: Anyone with or without permission to access the questionnaire or template can edit it.
- E. Private: Only the owner and HR administrator can edit the questionnaire or template.

Correct Answer: BC

QUESTION 6

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

Correct Answer: BCDE

QUESTION 7

Identify three setup tasks required before goals can be managed.

- A. Manage goal library.
- B. Manage worker goal setting lookups.
- C. Manage goal management notification.
- D. Mass-assign goals.
- E. Manage value sets (if flexfields are deployed for goals).

Correct Answer: BCD

QUESTION 8

You are in the process of setting up a talent review meeting. When you log in to the application, the talent review template does not appear in the list of values. Identify the reason for the template not appearing in the list of values.

- A. The template is in Active status.
- B. The template is in Planned status.
- C. The template is in Approved status.
- D. The template is in Inactive status.
- E. The template is in Incomplete status

Correct Answer: E

QUESTION 9

Which two statements are true for each type of questionnaire questions?

- A. For the single select question type, the possible responses can be configured only to appear in a single select choice list.
- B. For the single select question type, you can specify that the possible responses appear either in a single select choice list or as radio buttons.
- C. You may configure specific responses and select the presentation method to determine how the response appears.
- D. You may configure specific responses, but you cannot select the presentation method to determine how the response appears.
- E. For the single select question type, the possible responses can be configured only to appear as radio buttons.

Correct Answer: BC

QUESTION 10

You need to mass-assign goals that exist in the goal library. The requirements are as follows:

Performance goals A1, A2, and A3 should be assigned to Manager 1's direct reports. Development goals B1, B2, and B3 should be assigned to Manager 2's direct reports.

Which option accomplishes these requirements?

- A. Manager 1 and Manager 2 shares goals A1, A2, and A3 and B1, B2, and B3 with direct reports, respectively.
- B. The organization owner should add goals A1, A2, A3, B1, B2, and B3 so they can be accessible as organization goals.
- C. The HR Specialist selects goals from the goal library, and then assigns them to the appropriate population.
- D. Manager 1 adds goals A1, A2, and A3 and manager 2 adds goals B1, B2, and B3 to their direct reports' performance documents.

Correct Answer: D

QUESTION 11

Which statement is correct regarding eligibility profiles in the performance evaluation module?

- A. They must be marked as required on the general and document periods tabs of the evaluation to ensure that employees receive the evaluation.
- B. They are used to determine which audience receives which questionnaire.
- C. They are the sole determining factor in how employees receive access to performance evaluations.
- D. They can be on the general tab and/or the document periods tab however at least one of the profiles must match the review period on the performance evaluation.

Correct Answer: A

QUESTION 12

What should a manager do if he has assigned an organization goal to his direct reports, but intends to change the target completion date of Goals for the direct reports?

- A. Sign in as the manager, go to Navigator/About me/ Goals/ My Worker Goals. Select the goal assigned by him and click Edit. Change the target completion date and click Submit.
- B. Manager cannot change the Target completion date of the assigned organizational Goal.
- C. Sign in as the manager, go to Navigator/ About me/ Goals/ My Organization Goals. Select the goal created by him and click Edit. Change the target completion date and click Submit.
- D. Sign in as the manager, go to Navigator/ About me/ Goals/ My Organization Goals. Delete the assigned goal and select a new goal created by him with the new target completion date and assign the newly created goal.

Correct Answer: A

