



Oracle

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**Oracle Talent Management Cloud 2023
Implementation Professional**

QUESTION & ANSWERS

Question: 1

Which two actions must be completed before an employee can add a goal to their goal plan?

- A. Weighting must be enabled in the goal plan.
- B. The goal plan must include the worker's goal.
- C. The employee must have a goal plan assigned to them.
- D. The worker must select the goal from the goal library.
- E. The worker must select the goal plan when creating the goal.

Answer: A,B

Question: 2

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).

Answer: B,C,D

Question: 3

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

- A. 3 column
- B. 5 column
- C. 2 column
- D. 1 column

E. 4 column

Answer: D,E

Question: 4

When a manager is terminated, how will you reassign the performance document and the corresponding tasks of his or her reports to the new manager?

- A. The new manager can be made responsible for the tasks associated with the performance document by using the Transfer Performance Document function
- B. A new performance document has to be created for the report whose manager has been terminated and it has to be assigned to his or her new manager.
- C. The performance documents are automatically reassigned to the report's new manager.
- D. The worker must reassign the new manager to their performance document.
- E. New managers can assign tasks in the performance document to themselves.

Answer: C

Question: 5

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: 6

An organization owner creates an organization goal and publishes the goal, while assigning the goal to specific individuals in the organization. Which three statements are true about workers and their goals in the organization?

- A. Workers who create their own goals from the published goal can delete the goal
- B. Workers can cancel the goal before they start working on it.
- C. Workers who are assigned the goal can delete the goal.
- D. Worker goals created from the published goal are automatically aligned to the published goal.
- E. If the organization owner deletes the goal, the corresponding worker goals will be deleted.
- F. Workers can remove the alignment to the organization goal.

Answer: C,D,F

Question: 7

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: 8

You have specified the minimum number of participants for each role in the performance template. Which statement is correct regarding creating the performance document?

- A. You cannot add any more participants over and above the minimum number specified for the role.
- B. You can add only two more participants over and above the minimum number specified for the role.
- C. You can add more participants over and above the minimum number specified for the role.