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NEW QUESTION: 1

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.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 2

When a descriptive flexfield is deployed for a goal template, which will that flexfield will be visible for?

- A.** New goals that are created from that moment on, using that template
- B.** All goals previously created using that template along with goals created going forward using that template
- C.** None of the above
- D.** Existing goals using that goal template

Answer: (SHOW ANSWER)

NEW QUESTION: 3

Your customer wants a list of items that managers should consider doing when creating their goals, so that subordinates can create goals that align with or support their managers' goals. Select two options that should be included in the training materials for managers to satisfy this requirement.

- A. sharing Organization Goals
- B. Publishing Organization Goals
- C. sharing Performance Goals
- D. publishing Performance Goals
- E. assigning goals
- F. aligning goals

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 4

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

Answer: **C** ([LEAVE A REPLY](#))

NEW QUESTION: 5

Which two statements are true about organization goals?

- A. Another organization's leader can align their organization goal to that of a different leader's organization goal.
- B. They can be shared with people in the organization and with those outside the organization.
- C. They can be seen by anyone in the enterprise.
- D. They can be transferred from one organization owner to another.
- E. They can be seen by anyone in the organization after being published.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

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

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

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 7

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

When setting up participant feedback in the performance evaluation template, which three statements are true?

- A. Employees and Managers are required to manage the feedback task for each performance review.
- B. Managers can be named as responsible for the entirety of the feedback process.
- C. The performance evaluation can be set up so that the Employee can request, remind, and view feedback regarding their own performance.
- D. The Employee can be prevented from requesting and viewing feedback regarding their own performance by noting it on the performance template.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 9

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. The performance documents are automatically reassigned to the report's new manager.
- C. The worker must reassign the new manager to their performance document.
- D. 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.
- E. New managers can assign tasks in the performance document to themselves.

Answer: B (LEAVE A REPLY)

NEW QUESTION: 10

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

Answer: B,D (LEAVE A REPLY)

NEW QUESTION: 11

Which two types of goals can be included in a Performance Document for review?

- A. Development Goals
- B. Performance Improvement Goals
- C. Performance Goals
- D. Organization Goals

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 12

Your customer wants Project Managers to evaluate employees on Competencies but not on Goals when both Goals and Competencies are present in the performance document. How should you achieve this?

- A. Create a project manager performance role and attach it to the competency and overall rating section.
- B. This could be achieved only by using the Matrix Manager Role; the role could be attached to the performance template competency section.
- C. Attach a security profile with only competency profile type access to the Matrix manager performance role.
- D. Create a project manager security role with data access restricted to competency profile type.

Answer: C (LEAVE A REPLY)

NEW QUESTION: 13

Which three statements are true about goal plans?

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

Answer: A,B,D ([LEAVE A REPLY](#))

NEW QUESTION: 14

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

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

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 15

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 16

A specific goal from the goal library is added by a worker. Later, the HR specialist changes the status of the goal in the goal library to "Inactive". How does the system behave when the goal status is saved?

- A. It completely deletes the goal from the system.
- B. It throws an error saying "Goal is already in use."
- C. It deletes the goal from the worker's goals and successfully saves the status.
- D. It throws an error saying "Insufficient Privileges".

E. It successfully saves the status without affecting the worker's goals and the goal is prevented from future copying.

Answer: C (LEAVE A REPLY)

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NEW QUESTION: 17

You are the IT analyst who has just been handed over a list of Content Types to be set up Person Profile as a free form. You take a look at the requirements and realize that there are system limitations around a few of the Content Types in the given requirements and you would need to communicate the same back to the business group.

Identify the non-free-form Content Types in the requirements.

- A. Potential, Risk of Loss, Career Preferences
- B. Accomplishments, Degrees, Languages
- C. Honors and Awards, Memberships, Licenses
- D. Potential, Career Preferences, Degrees
- E. Languages, Accomplishments, Potential

Answer: A (LEAVE A REPLY)

NEW QUESTION: 18

Identify three setup tasks required before goals can be managed.

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

Answer: B,C,D (LEAVE A REPLY)

NEW QUESTION: 19

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

- A. The goal is not with Active status in the goal library.
- B. Goal Library profile option is not enabled.
- C. Goal created in the library is outside the Start Date and Target Completion Date.

- D. Goal Library is not available to the employee.
- E. Goal plan assigned to the employee is not part of the current review period.

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 20

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

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 21

You are a functional analyst and have been tasked with creating new content items to be used in various profile templates.

What set of steps will you perform to accomplish this task?

- A. Create item, set the content type and content item fields, save and close, and repeat the preceding steps for all the required content items.
- B. Create item and set the content item fields, set content type, save and close, and repeat the preceding steps for all the required content items.
- C. Create item, set the content type and content item fields, associate rating model, and save and close.
- D. Create item, set the content type and content item fields, associate rating model, and save and close, and repeat the preceding steps for all the required content items.
- E. Create content type, create item, set fields to be displayed, associate rating model, and save and close.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 22

The Human Resources department manager informs the Human Resource Specialist that Employee 1, who is Head of Sales, plays a vital role in the organization and they must plan for the successors of the employee. What should the Human Resource Specialist do?

- A. Create a Job Family Succession Plan for the Sales job family.
- B. Create a Job Succession Plan for the Head of Sales job.
- C. Create an Incumbent Succession Plan for Employee 1.
- D. Create a Job Profile Succession Plan for the Sales job profile.
- E. Create a Position Succession Plan for the Head of Sales position.

Answer: C (LEAVE A REPLY)

NEW QUESTION: 23

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 24

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

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

Answer: A,B,C (LEAVE A REPLY)

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