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QUESTION 1

Which two statements are true regarding succession plan strength?

- A. It is also known as plan bench strength.
- B. It is a non-calculated description of succession plan that is determined by the number of candidates in the plan and their risk of loss.
- C. It is a non-calculated description of succession plans that is determined by the number of candidates in the plan and their readiness.
- D. It can be manually overridden.

Correct Answer: AC

QUESTION 2

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.

Correct Answer: CDF

QUESTION 3

When exploring roles that may be of interest to you, other than manually searching for a role, which two categories are available on the Explore Roles tile?

- A. Best Matches
- B. Departmental Roles
- C. Recommended Roles from Manager and HR Specialist
- D. Recommendations from Peers

Correct Answer: AB

QUESTION 4

The HR manager is planning for the next goal plan period. She finds that the current goal plan template being used by the organization does not reflect the latest organization-wide changes with respect to goal management.

How should the HR manager incorporate the changes?

- A. Update the goal-setting options in the current goal plan template.
- B. Add a new goal plan period row to the current template and update the goal-setting options.
- C. Update the goal management profile options.
- D. Create a new template and edit the goal settings in the new template.
- E. Delete the currently used template and create a new one.

Correct Answer: C

QUESTION 5

Identify two correct statements for Goal Plan setup.

- A. Long-term goals can only be created within long-term goal plans and cannot exist across goal plans.
- B. The review period attached to a Goal Plan restricts the user from creating long-term goals.
- C. The start and end dates of a Goal Plan have to be within the review period.
- D. Goal Plan dates are defaulted from review period dates.
- E. The performance document attached to a Goal Plan decides the Goal Plan inclusion in a performance document.

Correct Answer: CE

QUESTION 6

After the completion of the performance document, the employees profile is updated. The HR user wants to be able to identify the source of the ratings that appear in the employees profile. Which object helps a user distinguish between the sources of the ratings?

- A. Content Type
- B. Content Section
- C. Instance Qualifier
- D. Content Item
- E. Content Library

Correct Answer: A

QUESTION 7

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.

Correct Answer: BD

QUESTION 8

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 9

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.

Correct Answer: B

QUESTION 10

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

Correct Answer: DE

QUESTION 11

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 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

QUESTION 13

Your customer wants the Goals and Competency sections of the performance template to be populated based on the Job which is assigned to a worker. What two options should you use to configure this requirement?

A. Populate the Job profile with Job-specific Competencies and in the performance template section of Competencies setup, choose the option of Use Specific Profile and select Job profile.

B. Create an eligibility profile based on worker Job and the HR Specialist could mass insert Goals into already created performance documents using the Mass Assign process.

C. Create an eligibility profile based on worker Job and the HR Specialist could mass insert Competencies into already created performance documents using the Mass Assign process.

D. Create an eligibility profile based on worker Job and populate worker Competencies using the Mass Assign process before the creation of the performance document. In the performance template section of Goals, choose the option of Use Employee's Competencies.

E. Populate the Job profile with Job-specific Goals and in the performance template section of Goals setup, choose the option of Use Specific Profile and select Job profile.

F. Create an eligibility profile based on worker Job and populate worker Goals using the Mass Assign process before the creation of the performance document. In the performance template section of Goals, choose the option of Use Employee's Goals.

Correct Answer: EF

QUESTION 14

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 15

You are a manager and are viewing the career development page for one of your employees. Which tile (section) on the

career development page is hidden from you?

- A. Favorites
- B. Explore Roles
- C. Career of Interest
- D. Overview

Correct Answer: A

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