QUESTION: 1

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

Option A : The template is in Active status.

Option B : The template is in Planned status.

Option C : The template is in Approved status.

Option D : The template is in Inactive status.

Option E : The template is in Incomplete status

Correct Answer: D

QUESTION: 2

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?

Option A : Favorites

Option B : Explore Roles

Option C : Career of Interest

Option D : Overview

Correct Answer: A

QUESTION: 3

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?

Option A : Manager only Questionnaire

Option B : Profile Content to rate worker competencies

Option C : Manager Final Feedback

Option D : Worker Final Feedback

Option E : Goals to rate worker goals

Correct Answer: B,C,D,E

QUESTION: 4

Which statement is true about selecting Job and Position information for the talent pool?

Option A : Job and Department fields are populated and disabled when Position is selected first.

Option B : Job Family and Job Profile are enabled when Position is selected first.
Option C : The Grade field is disabled.
Option D : Additional fields are restricted when Department is selected first.

Correct Answer: C

QUESTION: 5

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?

Option 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.
Option B : Manage cannot change the Target completion date of the assigned organizational Goal.
Option 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.
Option 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: 6

Your client has 10 different vice-president jobs that are expected to have a high turnover rate. The clientinforms you that these jobs have identical or nearly identical skill sets. You are tasked with creating asuccession plan, which has maximum plan strength.Which two tasks should be carried out to fulfill your client's requirements?

Option A : Use the Job or Position plan type.
Option B : Use the Incumbent plan type.
Option C : Select and add a limited number of internal candidates.
Option D : Select and add a large number of candidates.

Correct Answer: A,C

QUESTION: 7

Your company's appraisal policy requires that the content of the performance document be added in acollaborative manner.Implementation requirements include:Both the worker and the manager are required to rate the worker.Conduct a review meeting for the worker, which the worker must acknowledge.Both the manager and the worker should be able to give their comments on the entire evaluationprocess.Workers and managers should start setting goals for the next period.To meet these requirements, what are the correct tasks and their sequence to be designed in the process flow?

Option A : Set goals, worker self-evaluation, manager evaluation of worker, confirm review meeting held, set next period goals. Option B : Set goals, worker self-evaluation, manager evaluation of worker, share performance document, first approval, confirm review meeting held, provide final feedback. Option C : Set goals, first approval, manager evaluation of worker, worker self-evaluation, provide final feedback, second approval, set next period goals Option D : Set goals, manager evaluation of worker, share performance document, confirm review meeting held, provide final feedback Option E : Set next period goals, set goals, first approval, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback Option F : Set goals, worker self-evaluation, manager evaluation of worker, provide final feedback, confirm review meeting held, set next period goals

Correct Answer: B