Oracle

Exam 1z0-420

Oracle Fusion HCM: Talent Management 2014 Essentials

Version: 6.0

[Total Questions: 79]

Question No : 1

While conducting a talent review meeting the Business Leader felt that the review population in the current meeting is large. Choose four parameters on which the Business Leader can filter the population.

A. Job
B. Grade
C. Position
D. Location
E. Competency/Proficiency Level
F. Age

Answer: A,C,D,F

Question No : 2

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

Answer: A,B,C,E
Reference:

https://docs.oracle.com/cd/E48434_01/doc.1118/e49594/F1007074AN121FE.htm

Question No : 3

Identify three setup tasks required to be performed before Fusion Goal Management is launched to manage goals.

A. Manage worker goal setting lookups.

B. Manage goal library.

C. Manage goal management notification.

D. Mass-assign goals.

E. Manage value sets (if flex fields are deployed for goals).

Answer: A,C,D

Question No : 4

What happens when a Performance Document approval is rejected?

A. It is deleted.

B. It is inactivated.

C. It is suspended.

D. It is returned to the submitter.

Answer: A
Reference:

http://docs.oracle.com/cloud/latest/common/FAUPM/F1436468AN10076.htm

Question No : 5

Which statement is true regarding the timing of questionnaire creation?

A. You must first create the template. You can then edit the configuration settings in the questionnaire that were inherited from the template.

B. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.

C. When you create a questionnaire from a template, you cannot edit the configuration settings in the questionnaire that were inherited from the template.

D. You can create a questionnaire without creating a template first. After the questionnaire is created, you cannot edit the configuration settings in the questionnaire.

E. You can create a questionnaire with or without creating a template first.

Answer: A
Reference:

http://docs.oracle.com/cd/E29597_01/fusionapps.1111/e20380/F797958AN45885.htm

Question No : 6

Which two statements are true regarding succession plan strength?

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

Answer: A,C
Reference:

http://docs.oracle.com/cd/E37583_01/doc.1116/e22777/F384465AN1B90B.htm

Question No : 7

Which is an example of a SMART goal for an HR executive?

A. Implement policies to reduce corporate insurance expenses by the end of the year.
B. Revamp the employee training catalog and add 20 new training programs.
C. Reduce the average time to hire by six days before June 30.
D. Deploy the new HRIS within the established project financial budget.

Answer: B

Question No : 8

A manager has assigned a performance goal "Improve Quality by 20?/o" to a worker by using the My Direct Goals page. The manager had picked the goal from the goal library.

The goal is viewable by the worker on the Performance Goals tab of the My Goals page. The worker has started working towards achieving the goal "Improve Quality by 20%." In the middle of the goal period, when the worker tries to update the status of the goal, the worker finds that he or she is not allowed to update the goal attributes.

What is stopping the worker from updating the goal status?

A. The worker cannot update the goals assigned by using the My Direct Goals page.
B. The worker cannot update the performance goal.
C. The worker cannot update the goals added from the goal library.
D. The manager has not enabled the flag that allows workers to update goal attributes.
E. The worker is not allowed to update the goal in the middle of the goal period.

Answer: B

Question No : 9

Which two statements are true regarding adding goals to and removing goals from a talent pool?

A. If you remove a development goal from a talent pool, that goal will be automatically removed from the workers' goals list, which inherited the goal from the talent pool.
B. When you add a goal to a pool, all members of the pool are assigned the goal.
C. You can only add goals that exist in the goal library.
D. When you add a goal to pool members who already have that goal as one of their existing goals, the goal will be duplicated in their goal list.

Answer: A,D
Reference:

https://docs.oracle.com/cd/E48434_01/doc.1118/e49594/F1007075AN12E67.htm

Question No : 10

You are the IT analyst who has just been handed over a list of Content Types to be set up on 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. Languages, Accomplishments, Potential
B. Honors and Awards, Memberships, Licenses
C. Potential, Risk of Loss, Career Preferences
D. Accomplishments, Degrees, Languages
E. Potential, Career Preferences, Degrees

Answer: C

Question No : 11

You are setting up content type and content items for the Person profile template to be used later for comparing the profiles with Job and Position Profiles already defined in the system. Which two parameters will you need to establish to make the content items defined on the profile comparable?

A. Comparison base and secondary items
B. Base item attributes and data sets
C. Secondary items and base attributes
D. Comparison base attributes and secondary item attributes
E. Data sets and attributes of secondary items

Answer: B,E

Question No : 12

After selecting the "Show progress" check box next to the timeline slider, one of the workers is displayed by a single marker. Identify two reasons for the worker not having a pair of markers.

A. The worker was not included in the previous meeting.
B. The worker was included in the previous meeting, but was in the holding area.
C. The worker has not progressed since the previous meeting.
D. The worker has progressed, but is currently in the holding area.
E. The worker progress is in a negative direction and, therefore, needs a single marker to highlight the worker.

Answer: B,E

Question No : 13

You created a performance goal, "Customer Satisfaction/1 and added it to your goals. You want to align this goal with your manager's goal "Improve customer satisfaction by 20%" and assign it to your direct reports also. You see an error message when you try to align and assign your goal.

What is the reason for the error?

A. You defined the goal as a development goal.
B. Priority is not entered for the goal.
C. You marked the goal as a "Private" goal.
D. Target completion date is not entered for the goal.
E. A weight is not entered for the goal.

Answer: B

Question No : 14

Which four fields are configurable on the Create Questionnaire Template Basic Information page when creating a questionnaire template?

A. Name
B. Owner
C. Privacy
D. Status
E. Rating Model

Answer: A,C,D,E

Question No : 15

Which feature should a business leader of a talent review meeting use to see performance and potential rating averages?