Question #:1

One of the workers reporting to you is appearing in the holding area.

Which three are possible reasons for the worker to be in the holding area?

   A. The worker was not rated before the talent review meeting.

   B. The worker has been placed in the holding area by you during the talent review meeting.

   C. The box in which the worker should appear has multiple ratings mapped to it, resulting in the worker being placed in the holding area.

   D. The performance rating model that is used to assess the worker's overall performance rating differed from the performance rating model selected on the talent review configuration template.

   E. The Skills and Qualifications of the Employee's profile are incomplete.

Answer: A C D

Question #:2

Which statement is true regarding the order of the creation of questionnaires?

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

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

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

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

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

Answer: E

Question #:3

Which three statements are true about goal plans?

   A. Goal plans can be used to add goals to goal plans from other sources.

B. Goals can be added to a Performance goal plan, which is assigned to an organization.

C. Goal plans can be used to group goals to track them easily for a specific population and time period.

D. Goals can be assigned to both individuals and an organization by assigning the goal plan to both individuals and an organization.

E. Goal plan can be used to assign goals to a specific population.

Answer: A C E

Question #:4

Identify four correct statements about the performance template.

A. In the performance template, you can specify the processing rules for the document, and enter the periods for which the performance documents are valid.

B. In the performance template, you can edit sections in the template.

C. In the performance template, you can select the roles that can access the performance documents created from the template.

D. In the performance template, you can set rating distributions.

E. In the performance template, you can set default ratings.

F. In the performance template, you can select the document type, sections, process flows to use, and any additional content on which to rate workers.

Answer: A B C F

Question #:5

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.

Answer: B

Question #:6

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

B. It throws an error saying "Insufficient Privileges".

C. It deletes the goal from the worker's goals and successfully saves the status.

D. It completely deletes the goal from the system.

E. It throws an error saying "Goal is already in use."

Answer: C

Question #:7

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 #:8

A Human Resources Manager informs the Human Resource Specialist that an Incumbent Succession Plan needs to be updated. The Human Resource Specialist is unable to find the Incumbent Succession Plan. What is the cause of this?

A. The Human Resource Specialist is not the owner of the Succession Plan even though the data role of the Human Resource Specialist allows him to search for the employee in the person management search.

B. The Human Resource Specialist is one of the owners of the Succession Plan; however, the privacy of the plan is Private.

C. The Human Resource Specialist is one of the owners of the Succession Plan; however, the data role of the Human Resource Specialist doesn't allow him to search for the employee in person management search.

D. The Human Resource Specialist is not the owner of the Succession Plan even though the privacy of the plan is Public.

Answer: C

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. 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 #:10

While conducting a Talent Review Meeting for an organization, the Facilitator is unable to move the workers from one box to another box within the box chart.

What setting should be updated to enable the Facilitator to move employees in the 9-box or at what stage is it