Oracle 1Z0-420 Exam

Volume: 79 Questions

Question No: 1
Which statement is true?

A. You cannot create questionnaires to add to performance documents to gather feedback from participants, other than direct managers, who are requested to provide feedback about workers.

B. You can create questionnaires to calculate worker potential rating during the content preparation stage before a talent review meeting.

C. You can create questionnaires to determine additional areas to be added as performance sections in performance documents.

D. You can create questionnaires to calculate worker potential salary during the content preparation stage before a talent review meeting.

E. You can create questionnaires to determine worker potential assignments during the content preparation stage before a talent review meeting.

Answer: A

Question No: 2
Which statement regarding online processing thresholds is true?

A. This profile option determines only the number of records that the application can manually process.

B. The number of records in the process is calculated by multiplying the number of goals by the number of assignees.

C. The default maximum number of processing records is 100.

D. The online processing threshold only applies when the HR specialist mass-assigns goals.

Answer: D

Question No: 3
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 Active status.

B. The template is in Incomplete status.

C. The template is in Inactive status.

D. The template is in Planned status.

E. The template is in Approved status.

Answer: B

Question No: 4
If 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, _____.

A. The Instance Qualifier for the update can be "Supervisor" or "Reviewer ID"

B. The Job (Model) Profile for the worker can also be updated

C. Rating an item can be made mandatory

D. The Instance Qualifier for the update cannot be "Reviewer ID"

Answer: C

Question No: 5
Your organization wants to implement a project evaluation process and a semiannual evaluation for its workforce. Managers should be able to record the final feedback and profile content to rate worker competencies. There should be a clear distinction between the tasks the managers and workers perform as part of the evaluation process.
Identify the four components that you need to configure to create a performance document that will meet these requirements.

A. Document types of Project evaluation and semiannual evaluation

B. The Performance template section for manager final feedback

C. The Performance template section for profile content to rate worker competencies

D. A section to bring together the document type, template sections, and process flow

E. Process flows with unique step names for managers and workers \j F) Overall Summary section for manager final feedback

F. Calculation rules in the process flow to include semiannual ratings

Answer: A,C,E,F

Question No: 6
A senior manager with your client wants to see a report that shows how much progress is being made on the goals that support his or her performance goals. How would you satisfy this requirement?

A. Show the manager how to use the Goal Progress Summary analytic on the My Organization Goals page, avoiding a custom report.

B. Create a new analytic that shows the goals that are aligned to the manager's performance goals and their status.

C. Create a new analytic that shows the goals that are aligned to the manager's organization goals and their status.

D. Show the manager how to use the Goal Alignment Summary analytic on the My Organization Goals page, avoiding a custom report.

Answer: A

Question No: 7
Which are three 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. Format basic information - Make it easier to categorize and control access.

C. Add and format content - Specify the sequence, appearance, and formatting of questions and responses.

D. Disregard specific regional or international laws or customs because any question may be asked in any country jurisdiction.

E. Make sure that the questionnaire template is fully configured because questionnaires created based on a template cannot override template settings.

Answer: B,C,E

Question No: 8
You have specified the minimum number of participants for each role in the performance template. While creating the performance document, you _____.

A. Cannot add any more participants over and above the minimum number specified for the role

B. Can add only one more participant over and above the minimum number specified for the role

C. Can add only two more participants over and above the minimum number specified for the role

D. Can add more than two more participants over and above the minimum number specified for the

Answer: B

Question No: 9
Identify four modules with which Fusion Goal Management is integrated.

A. Fusion Profile Management

B. Fusion Performance Management

C. Fusion Benefits

D. Fusion Network at Work

E. Fusion Talent Review

F. Fusion Payroll

G. Fusion Compensation

Answer: A,C,D,G

Question No: 10
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 Library

B. Content Item

C. Instance Qualifier

D. DV Content Type

E. Content Section

Answer: D

Question No: 11
You are a functional analyze and have been tasked with creating new content items to be used in various profile templates. What steps will you perform to accomplish this task?

A. Create content type, create item, set fields to be displayed, associate rating model, and save and close.

B. Create item, set the content type and content item fields, associate rating model, and save and close.

C. Create item, set the content type and content item fields, associate rating model, save and close, and repeat the preceding steps for all the required content items.

D. Create item, set the content type and content item fields, save and close, and repeat the preceding steps for all the required content items.

E. 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.

Answer: C

Question No: 12
One of the workers reporting to you is appearing in the holding area. Identify three possible reasons for the worker to be in the-holding area.

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

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

C. 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.

D. The worker joined the organization after the talent review meeting was scheduled.

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

Answer: B,C,E

Question No: 13
Which two statements are true regarding goal management profile options?

A. Profile options can determine whether workers are able to add performance goals to performance documents from the goal library.

B. Managers specify at which hierarchy level a profile option is enabled.

C. Profile options can determine whether goals are available to workers and managers on the development and growth card in the portrait.

D. You cannot configure profile options with settings for specific contexts.

Answer: C,D

Question No: 14
Which three statements are true about goal plans?

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

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

C. Goal plans can be used to assign goals to a specific population.

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

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

Answer: A,D,E

Question No: 15
Select the correct statement about performance and development goals.

A. Performance goals are assigned per assignment and development goals are assigned per person.

B. Performance goals are assigned per person and development goals are assigned per assignment.

C. Both performance goals and development goals are assigned per assignment.

D. Both performance goals and development goals are assigned per person.

E. Both performance goals and development goals can be assigned per assignment and per person.

Answer: C

Question No: 16
Which three actions must be completed before a worker can associate a goal to a goal plan, including a weight?

A. The goal plan must be assigned to the worker.

B. The goal plan must include the worker's goal.

C. The goal plan must enable weights.

D. The worker must select the goal from the goal library.

E. The worker must select the goal plan when creating the goal.

F. The goal must have the same Start Date as the goal plan.

G. The goal plan must be assigned to the worker's department.

Answer: B,D,F

Question No: 17
Which two statements are true about organization goals?

A. They can be transferred from one organization owner to another.

B. They can be transferred from one organization owner to the organization owner of a different

organization.

C. They can be shared with people in the organization and with those outside the organization.

D. They can be seen by anyone in the organization hierarchy.

E. They can be seen by anyone in the organization after being published.

Answer: A,C

Question No: 18
Which statement is true regarding questionnaires?

A. In a questionnaire, you cannot specify whether to allow respondents to add attachments to the response.

B. In a questionnaire, you can specify whether to allow respondents to add attachments to the response and you can specify how the responses are presented.

C. In a questionnaire, you cannot specify how the responses are presented.

D. In a questionnaire, you cannot specify whether to allow respondents to add attachments to the response, but you cannot specify how the responses are presented.

E. In a questionnaire, you cannot specify whether to allow respondents to add attachments to the response, but you can specify how the responses are presented.

Answer: B

Question No: 19
You have a requirement in your company to set up model talent profiles for various jobs and positions in your organization's hierarchy. Which profile type template will best suit your requirement?

A. Document an incumbent's talent and create a model person profile and use it for either the job or the position that you want to create.

B. Document the requirements and create a model profile, which can be used only for jobs.

C. Document the requirements and create a model profile, which can be used for both jobs and positions.

D. Document the requirements and create a model profile which can be used only for positions.

E. Document the requirements and create a model person profile, job profile, and position profile.

Answer: C

Question No: 20
A goal plan is created that includes goals from a previous goal plan. Which two goals are copied to the new goal plan?

A. Goals with the status "Not Started"

B. Goals with the status "In progress"

C. Goals with the status "Complete"

D. Goals with the status "Mark for Copy"

Answer: B,C

Question No: 21
When a performance document is shared by the manager or acknowledged by the worker, what will the corresponding subtask status change to?

A. Acknowledged

B. Shared

C. Completed

D. Acknowledged or Shared

E. In Progress

Answer: A

Question No: 22
Which three fields are configurable on the Create Questionnaire Basic Information page when creating a questionnaire?

A. Questionnaire ID

B. Name

C. Folder

D. Questionnaire Version Number

E. Rating Model

Answer: B,C,D

Question No: 23
Your client has 10 different vice-president jobs that are expected to have a high turnover rate. The client informs you that these jobs have identical or nearly identical skill sets. You are tasked with creating a succession plan, which has maximum plan strength.
Which tasks should be carried out to fulfill your client's requirements?

A. Use the Job or Position plan type.

B. Use the Incumbent plan type.

C. Select and add a limited number of internal candidates.

D. Select and add a large number of candidates.

Answer: C

Question No: 24
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.