

Version: 8.0

Question: 1

A manager has several goals and has assigned some of those goals to his or her direct reports. However, when direct reports complete the goal, their profiles are not updated with the competencies associated with the goal as Target Outcomes.

What is the reason that the competencies were not added to the profiles?

- A. Goal Tasks werenot associated with the goal.
- B. The Target Outcome was added, but the target proficiency was not selected.
- C. The Target Outcome was added after the goal was assigned to the direct reports.
- D. The goal was assigned to the direct reports after the TargetOutcome was added.
- E. The Target Outcome was added to the goal after the goal was submitted.

Answer: A

Question: 2

Your customer wants a list of items that managers should consider doing when creating their goals, so that subordinates can create goals that align with or support their managers' goals.

Select two options that should be included in the training materials for managers to satisfy this requirement. (Choose two.)

- A. aligning goals
- B. assigning goals
- C. sharing Performance Goals
- D. publishing Performance Goals
- E. sharing Organization Goals
- F. publishing Organization Goals

Answer: A,E

Question: 3

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. (Choose four.)

- 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.

Answer: A,C,D,E

Question: 4

Which two statements are true regarding a performance template section? (Choose two.)

- A. The Profile Content section can be both rated and weighted.
- B. The Goals section can be weighted but not rated.
- C. The Worker Final Feedback section can be rated and weighted.
- D. The Manager Final Feedback section can be rated and weighted.
- E. The Overall Summary section can be rated but not weighted.

Answer: D,E

Question: 5

You are an HR specialist for the Manufacturing Department of your company. This department contains a total of six employees and your CEO has instructed you to perform the following steps:

- Determine how well the employee's profiles match a job or position profile.
- Run an analysis, which compares competences, licenses, and certification.

The process described above is _____.

- A. Talent Pool
- B. Best-Fit Analysis
- C. determining plan bench strength
- D. determining readiness level

Answer: B

Question: 6

Which three statements are true about the Notes added in the Talent Review Meeting? (Choose three.)

- A. Reviewers create and manage notes for their direct and indirect reports on the Prepare Review Content page.
- B. Reviewers can see all notes created for the meeting for their direct and indirect reports.
- C. Facilitators create and manage notes on the Talent Review dashboard.
- D. Business Leaders create and manage notes on the Talent Review dashboard.

Answer: A,B,C

Question: 7

The Department Manager has created an organization goal "Improve Organization Sales." The goal is assigned to all workers who fall under the organization hierarchy. The goal-setting process is completed across the organization. At the midpoint of the goal period, the Department Manager would like to know if the workers in his or her organization are achieving the goals that are aligned to the organization's goal "Improve Organization Sales."

How can the Department Manager see the desired information?

- A. By viewing either the Goal Alignment Summary report or the Goal Progress Summary report.
- B. By viewing the Goal Progress Summary report. The infographics, the pie chart, for each goal on My Organization Goals page will show the summary of aligned goals in different statuses.
- C. By viewing the Goal Alignment Summary report.
- D. By creating a new dashboard report on the Organization Goals page.
- E. By creating a new dashboard report on the My Goals page.

Answer: C
