Oracle Talent Management Practice Exam (Sample)

Study Guide

Everything you need from our exam experts!

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- **Practice answering questions under realistic conditions,**
- **Improve accuracy and speed,**
- **Review explanations to strengthen weak areas, and**
- **Approach the exam with greater confidence.**

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here’s how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don’t just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There’s no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

1. **Which condition describes what permission is needed to search for an employee within Succession Plans?**
   - A. The data role must permit searching for employees
   - B. The plan does not exist
   - C. The user is not in the HR department
   - D. The system is undergoing maintenance

2. **Which statements are true about organization goals?**
   - A. They can be transferred from one organization owner to another
   - B. They can be seen by anyone in the organization after being published
   - C. Both statements are true
   - D. Neither statement is true

3. **What is a primary outcome of a calibration session?**
   - A. Finalize Performance Results After Adjusting Ratings And Justification Notes
   - B. Create New Job Postings
   - C. Update Payroll Data
   - D. Schedule Training Sessions

4. **Which two worker information areas can be evaluated in a performance document?**
   - A. Personal Data; Performance Goals
   - B. Skills; Personal Information
   - C. Performance Goals; Competencies
   - D. Competencies; Training Records

5. **Which two types of goals can be included in a Performance Document for review?**
   - A. Compliance Goals; Safety Goals
   - B. Personal Goals; Team Goals
   - C. Development Goals; Performance Goals
   - D. Short-term Goals; Long-term Goals

6. **To have the Goals and Competencies sections of the performance template populated based on the Job assigned to a worker, which two options should you use?**
   - A. **Populate the Job profile with Job-specific Competencies and in the performance template section of Competencies setup, choose the option of Use Specific Profile and select Job profile; Use Employee's Goals in the Goals section.**
   - B. **Create an eligibility profile based on worker Job and populate worker Goals using the Mass Assign process before the creation of the performance document; In the Goals section, choose Use Employee's Goals.**
   - C. **Populate the Job profile with Job-specific Competencies and in the performance template section of Competencies setup, choose the option of Use Specific Profile and select Job profile; Create an eligibility profile based on worker Job and populate worker Goals using the Mass Assign process before the creation of the performance document. In the Goals section, choose Use Employee's Goals.**
   - D. **Populate the Job profile with Job-specific Competencies; In the Competencies setup, choose Use Specific Profile and select Job profile; Create an eligibility profile based on worker Job; In the Goals section, choose Use Employee's Goals.**

7. **Which two conditions prevent a user from accessing a goal from the goal library when adding a goal?**
   - A. **The goal library is empty; The user has no access to the library**
   - B. **Goal Library profile option is not enabled; The goal is not with Active status in the goal library**
   - C. **The user lacks permissions; The goal is archived**
   - D. **The goal is already used; The user is not assigned to the project**

8. **In performance templates, why are prompts assigned to sections?**
   - A. **To Restrict Access To Sections**
   - B. **To Delete Sections After Evaluation**
   - C. **To Organize Feedback Prompts By Relevant Sections For Structured Reviews**
   - D. **To Automatically Generate Compensation Changes**

9. **During the talent review meeting, why can't data from five previous meetings be included?**
   - A. Only data from two meetings can be included in the talent review meeting.
   - B. Data from more meetings requires special configuration.
   - C. Data from older meetings is archived and unavailable.
   - D. The system limits the number of reports in a talent review.

10. **What is true about the creation order of questionnaires?**
    - 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 must create the questionnaire first, then the template
    - C. You can create them in any order
    - D. The template is optional for questionnaires

Answers

1. A
2. C
3. A
4. C
5. C
6. C
7. B
8. C
9. A
10. A

Explanations

1. **Which condition describes what permission is needed to search for an employee within Succession Plans?**

   A. The data role must permit searching for employees

   B. The plan does not exist

   C. The user is not in the HR department

   D. The system is undergoing maintenance

Access to search for an employee in Succession Plans is determined by the permissions embedded in your data role. The essential condition is that your data role must include the permission to search for employees. Without that specific privilege, searches are blocked regardless of other factors. The existence of the plan, the user's department, or system maintenance status do not grant this capability; they are separate issues. If you have a data role with the search-employee permission, you can locate employees within Succession Plans; if not, you won't be able to perform that search.

2. **Which statements are true about organization goals?**

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

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

   C. Both statements are true

   D. Neither statement is true

Organization goals are managed with ownership and visibility controls. You can transfer the owner of a goal from one organization owner to another, which supports continuity and reallocation of responsibility when roles change. Once a goal is published, it becomes visible to members within the organization, enabling alignment and transparency across the team. Because both ownership transfer and publication-driven visibility are supported, the statement that both are true best captures how organization goals function.

3. **What is a primary outcome of a calibration session?**

   A. Finalize Performance Results After Adjusting Ratings And Justification Notes

   B. Create New Job Postings

   C. Update Payroll Data

   D. Schedule Training Sessions

Calibration sessions are about making performance judgments consistent and fair across raters. The primary outcome is finalizing the performance results after adjusting ratings and adding justification notes to explain why changes were made. This process ensures that ratings reflect standardized criteria rather than individual biases, and the justification notes document the rationale behind any adjustments. Creating new job postings, updating payroll data, or scheduling training sessions are separate HR activities and aren't produced by calibration sessions.

4. Which two worker information areas can be evaluated in a performance document?

A. Personal Data; Performance Goals

B. Skills; Personal Information

C. Performance Goals; Competencies

D. Competencies; Training Records

Evaluating what a worker aims to accomplish alongside the competencies they demonstrate is essential for a performance document. Performance goals define the specific outcomes the employee should achieve within a period, providing clear, measurable targets. Competencies capture the behaviors, skills, and abilities that enable those outcomes, such as problem-solving, communication, and collaboration. Together, these two areas give a complete view of expected results and the capabilities used to reach them, which is exactly what a performance document should assess. Elements like personal data or training history relate to identity or development records rather than current performance against objectives, so they don't fit as the primary areas evaluated in a performance document.

5. Which two types of goals can be included in a Performance Document for review?

A. Compliance Goals; Safety Goals

B. Personal Goals; Team Goals

C. Development Goals; Performance Goals

D. Short-term Goals; Long-term Goals

In a Performance Document, goals are organized into Development Goals and Performance Goals. Development Goals focus on growing skills, competencies, and capabilities for future roles, while Performance Goals describe specific, measurable results tied to your current responsibilities. This pairing allows you to pursue growth while also delivering on concrete work outcomes within the review period. That's why the correct choice is Development Goals and Performance Goals. Other options mix different concepts—like domain-specific areas (Compliance or Safety), ownership or scope (Personal or Team), or time horizons (Short-term or Long-term)—which aren't the standard two goal types used together in a Performance Document.

6. **To have the Goals and Competencies sections of the performance template populated based on the Job assigned to a worker, which two options should you use?**

   A. **Populate the Job profile with Job-specific Competencies and in the performance template section of Competencies setup, choose the option of Use Specific Profile and select Job profile; Use Employee's Goals in the Goals section.**

   B. **Create an eligibility profile based on worker Job and populate worker Goals using the Mass Assign process before the creation of the performance document; In the Goals section, choose Use Employee's Goals.**

   C. **Populate the Job profile with Job-specific Competencies and in the performance template section of Competencies setup, choose the option of Use Specific Profile and select Job profile; Create an eligibility profile based on worker Job and populate worker Goals using the Mass Assign process before the creation of the performance document. In the Goals section, choose Use Employee's Goals.**

   D. **Populate the Job profile with Job-specific Competencies; In the Competencies setup, choose Use Specific Profile and select Job profile; Create an eligibility profile based on worker Job; In the Goals section, choose Use Employee's Goals.**

The key idea is to tie both competencies and goals directly to the worker's job before the performance document is created, so the template automatically fills with job-relevant content. For competencies, you want the template to pull from a specific profile that uses the Job profile as its source. This ensures only job-specific competencies appear in the performance template. For goals, you need to ensure the employee actually has goals aligned to their job before the document is created. This is done by creating an eligibility profile based on the worker's job and running the Mass Assign process to populate the employee's goals beforehand. Then, in the Goals section of the template, selecting Use Employee's Goals will pull in those pre-assigned goals. This combination—using the Job profile for competencies and pre-populating the employee's goals via an eligibility profile with Mass Assign, followed by Use Employee's Goals—best ensures the Goals and Competencies sections reflect the worker's actual job. Other options miss one of these essential steps: they either don't ensure goals are pre-populated for the employee, or they don't anchor competencies to the job profile.

7. **Which two conditions prevent a user from accessing a goal from the goal library when adding a goal?**

   A. **The goal library is empty; The user has no access to the library**

   B. **Goal Library profile option is not enabled; The goal is not with Active status in the goal library**

   C. **The user lacks permissions; The goal is archived**

   D. **The goal is already used; The user is not assigned to the project**

When adding a goal from the library, access is controlled by two gating factors. First, the Goal Library profile option must be enabled for the user; if it isn't, the library isn't accessible and no goals can be selected from it. Second, the specific goal must be Active in the library; if the goal is not Active (for example, archived or inactive), it won't be available to add even when the library is accessible. So, these two conditions together determine whether a user can access and choose a goal from the library. Other scenarios like permissions, an empty library, or a goal already being used are separate considerations and don't define the two access gates in this context.

8. **In performance templates, why are prompts assigned to sections?**

   A. **To Restrict Access To Sections**

   B. **To Delete Sections After Evaluation**

   C. **To Organize Feedback Prompts By Relevant Sections For Structured Reviews**

   D. **To Automatically Generate Compensation Changes**

Prompts are placed in sections to organize feedback by the area being reviewed, creating structured reviews. Each section targets a specific aspect of performance—such as goals, competencies, or behaviors—so prompts elicit focused, relevant input for that area. This alignment keeps feedback targeted and consistent across employees, making it easier to compare performance, aggregate data, and generate meaningful reports. It also helps ensure reviewers address all required areas, reducing vague or missing information and supporting clearer development plans. The other options describe actions unrelated to how feedback is gathered and organized within the template.

9. During the talent review meeting, why can't data from five previous meetings be included?

<u>**A. Only data from two meetings can be included in the talent review meeting.**</u>

B. Data from more meetings requires special configuration.

C. Data from older meetings is archived and unavailable.

D. The system limits the number of reports in a talent review.

In a talent review, the information you consider is kept tight and focused. The system is designed to include data from only two meetings in a single talent review session. This built-in limit helps keep the discussion concise and ensures you're evaluating fairly recent, relevant information rather than an extended history. That's why data from five earlier meetings can't be included in one talent review. Other choices aren't the reason for this behavior: it isn't about needing special configuration to include more data, it isn't because older meetings are archived and unavailable, and it isn't a general limit on the number of reports.

10. What is true about the creation order of questionnaires?

<u>**A. You must first create the template. You can then edit the configuration settings in the questionnaire that were inherited from the template**</u>

B. You must create the questionnaire first, then the template

C. You can create them in any order

D. The template is optional for questionnaires

The key idea is that a questionnaire inherits its baseline structure and configuration from a template, so the template must exist first. By creating the template first, you provide the standard settings that the questionnaire will pull in when it's created. After the questionnaire is created, you can then adjust or fine-tune the settings that came from the template to fit the specific use case. If you tried to create a questionnaire before the template, there would be no base configuration to inherit, making the process incomplete. The template is not optional because it establishes the predefined setup that questionnaires rely on.

Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

https://oracletalentmgmt.examzify.com

We wish you the very best on your exam journey. You've got this!