Oracle Fusion HCM 11g Talent Management Essentials
Exam Study Guide

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Objective & Audience

Objective
Help you prepare to take the Oracle Fusion HCM 11g Talent Management Essentials (1Z0-585) exam by providing you with useful resources.

Targeted Audience

- Strong Talent Management business process knowledge
- HCM expertise derived from participation in one to three implementations
- Up-to-date training and field experience
Exam Topics & Objectives

Exam Topics
The Oracle Fusion HCM 11g Talent Management Essentials exam consists of six topics:

1. Goals
2. Talent Profiles
3. Performance
4. Network at Work
5. Talent Review
6. Integration to HR

Exam Objectives
The exam objectives are defined by learner or practitioner level of knowledge:

- **Learner-level**: questions require the candidate to recall information to determine the correct answer.

  Example: Which three are true about Global HR?

- **Practitioner-level**: questions require the candidate to derive the correct answer from the application of their knowledge, which can only be attained by extensive experience with the product.

  Example: Your client has these 3 requirements:
  - Requirement 1
  - Requirement 2
  - Requirement 3
  What actions must you take in order to meet all these requirements?
Are You Ready?

You may be wondering if you are ready to take the certification exam already. If you meet the Targeted Audience profile, then please gauge your readiness with this “pre-test.” Before looking at the answers, record your answers to the sample questions. Then grade your answers with the answer key. If you score 8 or more correct answers you may be ready to succeed with the proctored exam. If you score less than 8 correct answers, you should definitely proceed with additional study. Note this pre-test is only a sampling across the broad knowledge contained in each topic, so success with this pre-test is not a guarantee of success with the proctored exam.
1. You created a performance goal and you want to align this goal with your manager’s goal and assign it your direct reports also. You see an error message when you are trying to align your goal and when you are trying to assign also. Select the appropriate reason that might have caused the issue.
   a) Priority is not mentioned in the goal  
   b) You defined the goal as a development goal  
   c) You marked the goal as “Private”  
   d) Target completion date is not mentioned in the goal

2. Identify two business objects in Profile Management that support Descriptive Flexfields:
   a) Education Establishments  
   b) Content Items  
   c) Job Profiles  
   d) Qualifications

3. When a manager leaves the organization how are performance documents and corresponding tasks reassigned?
   a) The performance documents are automatically assigned to the new manager
   b) New performance documents need to be created for the report whose manager has left and then the document is assigned to the report’s new manager
   c) The new manager automatically has access to view inherited performance documents but cannot accomplish tasks associated with them
   d) The new manager is responsible for the tasks associated with the performance document through the Transfer Performance Document function

4. When a user accesses their Connections card for the first time, who is already available as a connection?
   a) No one  
   b) The Line Manager  
   c) Peers  
   d) Line Manager and Peers  
   e) HR Manager, Line Manager, and Peers

5. You have created a talent review dashboard and have not enabled the holding area. One of the workers has not been rated before the talent review meeting. Where would you see the worker during the talent review meeting?
   a) In the box chart analytic but excluded from review
   b) In the box chart analytic and included from review
   c) Not in the box chart analytic and excluded from review
   d) Not in the box chart analytic but included in review
6. You are specifying data mapping for integration from E-Business Suite to Fusion. What is the EBS equivalent of Fusion Content Types?
   a) Performance Objectives b) Performance Ratings c) Qualifications d) Qualification Types

7. What rating model is required for a talent review meeting?
   a) Talent score b) Risk of loss c) Impact of loss d) Potential rating

8. What is displayed when hovering over a marker or line to bring a particular worker into focus while the show progress feature is enabled?
   a) Worker number b) Worker’s organization c) Worker’s performance rating d) Worker’s talent score

9. Which two are potential sources of competencies and goals?
   a) Job Profile b) Content Repository c) Goal Library d) Worker profile e) Group Spaces

10. What are two options for a manager to select a population to mass align goals?
    a) Select all direct reports b) Select the individuals on defined criteria c) Attach an eligibility profile d) Select only indirect reports
Training Options

For each exam topic there have been identified alternative training options that are available at Oracle. The training options are divided into three categories:

- **Boot Camps**
  The Boot Camps are designed as a "jump start" training to enhance your skills by providing role-based training on industry-leading Oracle solutions and services. The boot camps are built as concise, intensive, and real-time training to give partners a competitive advantage as they prepare to build powerful solutions for their own customer base. Partners can choose to attend these boot camps in class or in a live virtual class format to maximize the effectiveness and the time allocated to training.

- **Instructor-Led Training (delivered by Oracle University)**
  Partners can take any publicly-scheduled Oracle University courses at steep discounts. Benefit from hands on experience to gain real working skill and work toward Oracle certifications.

- **Online Training**
  Oracle Partners are entitled free access to the Oracle Knowledge Center (OUKC), a vast library of recorded product courses. New courses are regularly added to the library, providing partners with the latest information and training to master new products or to increase proficiency on the new releases.

- **Oracle University Training on Demand**
  Take classroom training on your schedule and on-the-go with Oracle Training on Demand. This format includes full classroom content delivered via high definition video that you can access on demand for 90 days. Follow the recommended flow of the classroom material, or play, and replay, segments in any order. You can also search course transcripts for specific topics. All courses include downloadable course manual (eKit) and access to labs for hands-on practice for 5 days. [View the demo].

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Topic 1: Goals

Objectives

- Add organization goals
- Establish worker goals
- Manage goals

Level

Practitioner

Training Options

- Instructor-Led Training, Live Virtual Class, or Training on Demand (delivered by Oracle University)
  - Fusion Applications: HCM Talent Management Implementation

Sample Question

- You created a performance goal and you want to align this goal with your manager’s goal and assign it your direct reports also. You see an error message when you are trying to align your goal and when you are trying to assign also. Select the appropriate reason that might have caused the issue.

a) Priority is not mentioned in the goal
b) You defined the goal as a development goal
c) You marked the goal as “Private”
d) Target completion date is not mentioned in the goal

The answer is c
Topic 2: Talent Profiles

Objectives

- Define talent profile items
- Implement ratings for workers’ potential, risk of loss, and impact of loss
- Manage talent profiles

Level

Practitioner

Training Options

- Instructor-Led Training, Live Virtual Class, or Training on Demand (delivered by Oracle University)
  - Fusion Applications: HCM Talent Management Implementation

Sample Question

Identify two business objects in Profile Management that support Descriptive Flexfields:

a) Education Establishments  
b) Content Items  
c) Job Profiles  
d) Qualifications

The answer is a, b
Topic 3: Performance

Objectives

- Explain performance documents
- Set goals and competencies in a performance document
- Evaluate goals and competencies

Level

- Practitioner

Training Options

- Instructor-Led Training, Live Virtual Class, or Training on Demand (delivered by Oracle University)
  - Fusion Applications: HCM Talent Management Implementation

Sample Question

- When a manager leaves the organization how are performance documents and corresponding tasks reassigned?

  a) The performance documents are automatically assigned to the new manager
  b) New performance documents need to be created for the report whose manager has left and then the document is assigned to the report's new manager
  c) The new manager automatically has access to view inherited performance documents but cannot accomplish tasks associated with them
  d) The new manager can be made responsible for the tasks associated with the performance document through the Transfer Performance Document function

The answer is d
Topic 4: Network at Work

Objectives

- Manage connections
- Manage social profiles
- Manage social groups

Training Options

- Instructor-Led Training, Live Virtual Class, or Training on Demand (delivered by Oracle University)
  - Fusion Applications: HCM Talent Management Implementation

Sample Question

- When a user accesses their Connections card for the first time, who is already available as a connection?

  a) No one
  b) The Line Manager
  c) Peers
  d) Line Manager and Peers
  e) HR Manager, Line Manager, and Peers

The answer is e
Topic 5: Talent Review

Objectives

- Configure talent review dashboard options
- Conduct talent review
- Manage talent review data

Level

Practitioner

Training Options

- Instructor-Led Training, Live Virtual Class, or Training on Demand (delivered by Oracle University)
  - Fusion Applications: HCM Talent Management Implementation

Sample Question

- You have created a talent review dashboard and have not enabled the holding area. One of the workers has not been rated before the talent review meeting. Where would you see the worker during the talent review meeting?

  a) In the box chart analytic but excluded from review
  b) In the box chart analytic and included from review
  c) Not in the box chart analytic and excluded from review
  d) Not in the box chart analytic but included in review

The answer is c
Topic 6: Integration to HR

Objectives

• Manage data mappings  
  Practitioner

• Perform data loads  
  Practitioner

• Define the system of record  
  Practitioner

Training Options

• Instructor-Led Training, Live Virtual Class, or Training on Demand (delivered by Oracle University)
  • Fusion Applications: HCM Talent Management Implementation

Sample Question

• In the process of HR2HR implementation, the Oracle Fusion HCM environment should be prepared for co-existence before the HR data from E-Business Suite/PeopleSoft is loaded. What two entities need to be manually configured in Oracle Fusion HCM?

  a) Enterprise
  b) Jobs
  c) Departments
  d) Sets

The answer is a, d
Exam Registration

- **How to register for the exam?**
  You can register for all Oracle certification exams with Pearson VUE. Before a registration can be submitted, a Pearson VUE profile must be created using your Company ID. Your Company ID can be obtained by contacting your local Oracle Partner Business Center or by signing in to your OPN account. Your Company ID is located in the section on the right under "Company information”.

  Please follow these instructions in order to properly set-up your Pearson VUE account for the first time.

- **Have you completed an Oracle Certification Exam in the past?**
  Due to systems enhancements, each partner who has completed an Oracle Certification Exam will need to update their Pearson VUE profile in order to receive credit and for those records to appear in the OPN Competency Center.

- **How to get full recognition as Certified Implementation Specialist?**
  To get full recognition as a Certified Implementation Specialist you need to:
  A. Update your Pearson VUE profile with your Company ID
  B. Activate your Certview Account

  Please follow these instructions and your records will be properly recorded.
SOFTWARE. HARDWARE. COMPLETE.