Oracle Fusion HCM: Talent Management 2014 Certified Implementation Specialist Exam Study Guide
Getting Started


Earning this certification helps OPN members differentiate in the marketplace through proven in-depth expertise, and helps their partner company qualify for the Oracle HCM: Oracle Fusion HCM Solutions Specialization.

Target Audience

Oracle Fusion HCM: Talent Management 2014 Essentials exam audience defines the type of participants who are likely to pass the exam and targets individuals with a specific level of education and expertise:

Job Role:

- Functional Implementers
- Senior or Principal Financial Consultant

Level of Competency:

- Candidates should be able to create and implement configuration design.
- Strongly recommended for the individuals to have at least 2 years implementation experience.
- Participants may be new to Fusion but should possess a deep knowledge of Talent Management practices and deep experience in at least one other Oracle HCM product family.

Exam Topics

Oracle Fusion HCM: Talent Management 2014 Essentials Exam covers five topics:

- Goals
- Questionnaires
- Performance
- Succession Plans and Talent Pools
- Talent Review
Levels of Knowledge

Each exam topic contains objectives and each objective is categorized by learner or practitioner level of knowledge.

**Learner** items test foundational grasp and require product comprehension (not recognition or memorization).

Example:
“When setting up price list modifiers in Advanced Pricing, which three steps must be completed in order to successfully activate surcharge and price break features?”

**Practitioner** items present on-the-job scenarios and require the ability to: integrate and apply knowledge in new contexts, analyze and troubleshoot complex issues, and solve problems.

Example:
1) “You are creating price list modifiers in Advanced Pricing. Your customer has three requirements: X, Y, Z. Identify the two steps that must be completed in order to meet those requirements.

2) “You are running a two-instance database with six redo logs defined. You decide to add a third thread to support a third database instance, on the third node of the cluster.

Using command line administration, which two commands will you execute to achieve this?

Training Options

Throughout the study guide each exam topic recommends one or several training formats:

- **Online Training**
- **OPN Boot Camps**
- **Oracle University Training**

While the Oracle PartnerNetwork facilitates free access to online training, in class trainings often require a fee.
Exam Details per Topic

This section covers details associated to all exam topics such as: exam topics overview, objectives, levels of knowledge, recommended trainings and sample questions. Specialization exams include all application functionalities not only the most frequently used ones.

**Topic 1: Goals**

**Objective**

- Add organization goals
- Establish worker goals
- Manage goals and define worker goal setting objectives
- Describe goal management concepts
- Configure goal setup options
- Manage the goal library
- Manage goal plans
- Manage worker and organization goals
- Manage eligibility criteria

**Level**

- Practitioner
- Learner

**Recommended Training**

**Online Training**

- Fusion Applications Deep Dive: Implementation and Configuration Considerations - Human Capital Management: Goal Management
- Fusion 11gR1 (11.1.1.5.0) TOI: Manage Worker Performance - Establish Worker Goals
- Fusion 11gR1 (11.1.1.5.0) TOI: Manage Worker Performance - Manage Goals

**OPN Boot Camp**

- Oracle Fusion Talent Management Implementation Boot Camp

**Oracle University Training**

- Fusion Applications: HCM Talent Management

**Sample Question**

Which two actions must be completed before a worker can associate a goal to a goal plan, including a weight?

- **The goal plan must be assigned to the worker**
- The goal plan must include the worker's goal
- **The goal plan must enable weights**
- The worker must select the goal from the goal library
- The goal must have the same Start Date as the goal plan
- The goal plan must be assigned to the worker's department
Topic 2: Questionnaires

Objective
- Define questionnaire documents
- Manage questions
- Manage questionnaires and templates

Level
- Learner
- Practitioner

Recommended Training
Online Training
- None

OPN Boot Camp
- Oracle Fusion Talent Management Implementation Boot Camp

Oracle University Training
- Fusion Applications: HCM Talent Management

Sample Question
Which option is available in the Section Order field on the Create Questionnaire Template Contents page when creating a questionnaire template?
- Ascending
- Descending
- Random
- Manual
Topic 3: Performance

Objective

- Explain performance documents
- Set goals and competencies in a performance document
- Evaluate goals and competencies
- Manage and define worker performance objectives
- Configure performance setup options
- Manage performance roles
- Manage performance template sections
- Manage performance document approvals
- Manage performance notifications

<table>
<thead>
<tr>
<th>Objective</th>
<th>Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Explain performance documents</td>
<td>Learner</td>
</tr>
<tr>
<td>Set goals and competencies in a performance document</td>
<td>Practitioner</td>
</tr>
<tr>
<td>Evaluate goals and competencies</td>
<td>Practitioner</td>
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<tr>
<td>Manage and define worker performance objectives</td>
<td>Practitioner</td>
</tr>
<tr>
<td>Configure performance setup options</td>
<td>Practitioner</td>
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<td>Practitioner</td>
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<td>Manage performance notifications</td>
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</tbody>
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Recommended Training

Online Training

- [Fusion Applications Deep Dive: Implementation and Configuration Considerations - Human Capital Management: Performance Management](#)
- [Fusion 11g Release 7 (11.1.7.0.0) TOI: Analyze Workforce Development - Analyze Workforce Development Performance](#)
- [Fusion 11g Release 7 (11.1.7.0.0) TOI: Manage Worker Performance - Evaluate Worker Performance](#)

OPN Boot Camp

- [Oracle Fusion Talent Management Implementation Boot Camp](#)

Oracle University Training

- [Fusion Applications: HCM Talent Management](#)
Sample Question

Which statements about the Performance template section content are true?

- The items of a section can be copied from a model profile
- The items of a section can be copied from a person profile
- The Performance Rating model for an item can be different from the Proficiency Rating Model for the item
- Each section must have items
Topic 4: Fusion Succession Plans and Talent Pools

Objective

- Describe succession management integrations
- Create and manage succession plans
- Describe talent pools integrations
- Create and manage talent pools

Level

- Learner
- Practitioner

Recommended Training

Online Training

- Fusion 11g Release 6 (11.1.6.0.0) TOI: Succession Management Product Overview

OPN Boot Camp

- Oracle Fusion Talent Management Implementation Boot Camp

Oracle University Training

- Fusion Applications: HCM Talent Management

Sample Question

In order for the Content Type to be visible on the person profile, the new content type must be added as part of which object?

- Job profile template
- Job, position and person profile template
- Content subscriber code
- Person profile template's content section
- Position template
**Topic 5: Talent Review**

**Objective**

- Configure talent review dashboard options
- Conduct talent review
- Manage talent review data
- Review action plan
- Perform talent search and profile comparisons

**Level**

- Practitioner
- Practitioner
- Practitioner
- Learner
- Practitioner

**Recommended Training**

**Online Training**

- [Fusion 11g Release 7 (11.1.7.0.0) TOI: Talent Review Product Overview](#)
- [Fusion Applications Deep Dive: Implementation and Configuration Considerations - HCM Talent Review](#)

**OPN Boot Camp**

- [Oracle Fusion Talent Management Implementation Boot Camp](#)

**Oracle University Training**

- [Fusion Applications: HCM Talent Management](#)

**Sample Question**

You are setting up a talent review meeting. You selected worker A as Business Leader and worker B as meeting Facilitator. What will be the default search result in the “Select and Add” pop-up window displayed on the select review population train stop?

- All the workers of your company
- All the workers in your organization
- All the workers in facilitator organization
- All the workers in business leader organization
- No workers are selected
Exam Registration Details

Full exam preparation details are available on the exam page Oracle Fusion HCM: Talent Management 2014 Essentials (1Z0-420), including learning objectives, number of questions, time allowance, pricing and languages available.

The OPN Certified Specialist Exams appointments are available worldwide at Pearson VUE Testing Centers. Reservations can be made via phone or online.

Candidates must have an Oracle Web Account to access CertView and check their exam results. In order to have their certifications reflected on OPN Competency Center, both CertView and Pearson Vue accounts must be updated with the current OPN Company ID. Your Company ID can be obtained by contacting your local Oracle Partner Business Center or by signing in to your OPN account.

Additional Resources

- Oracle HCM Cloud: Oracle Fusion HCM Cloud Service Solutions Knowledge Zone
- Oracle HCM: Oracle Fusion HCM Solutions Knowledge Zone
- Fusion Learning Center
- Oracle Fusion Applications Enterprise Repository
- Oracle Fusion Applications 11g User Assistance
- Oracle Fusion Applications Training by Oracle University
- Oracle Fusion Applications: Monthly Partner Updates – Live & Replays
- OPN Guided Learning Paths & Assessments
- OPN Certified Specialist Exam Study Guides