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Question No. 1

The Human Resources department manager informs the Human Resource Specialist that Employee 1, who is Head of Sales, plays a vital role in the organization and they must plan for the successors of the employee. What should the Human Resource Specialist do?

- **A.** Create an Incumbent Succession Plan for Employee 1.
- **B.** Create a Job Succession Plan for the Head of Sales job.
- **C.** Create a Position Succession Plan for the Head of Sales position.
- **D.** Create a Job Profile Succession Plan for the Sales job profile.
- **E.** Create a Job Family Succession Plan for the Sales job family.

Answer: A

Question No. 2

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

Answer: C

Question No. 3

You are a manager and are viewing the career development page for one of your employees. Which tile (section) on the career development page is hidden from you?

- **A.** Favorites
- **B.** Explore Roles
- **C.** Career of Interest
- **D.** Overview

Answer: A

Question No. 4

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 suit your requirement?

- **A.** Document the requirements and create a model person profile, job profile, and position profile.
- **B.** Document the requirements and create a model profile which can be used only for positions.
- **C.** 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.

- **D.** Document the requirements and create a model profile, which can be used only for jobs.
- **E.** Document the requirements and create a model profile, which can be used for both jobs and positions.

Answer: E

Question No. 5

When setting up participant feedback in the performance evaluation template, which three statements are true?

- **A.** Managers can be named as responsible for the entirety of the feedback process.
- **B.** The Employee can be prevented from requesting and viewing feedback regarding their own performance by noting it on the performance template.
- **C.** Employees and Managers are required to manage the feedback task for each performance review.
- **D.** The performance evaluation can be set up so that the Employee can request, remind, and view feedback regarding their own performance.

Answer: B, C, D

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