Oracle Fusion Cloud Talent Management

Feedback Questions and Answers

FA-Latest

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There are a number of ways to learn more about your product and interact with Oracle and other users.

Get Help in the Applications

Some application pages have help icons ⓘ to give you access to contextual help. If you don't see any help icons on your page, click your user image or name in the global header and select Show Help Icons. If the page has contextual help, help icons will appear.

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We welcome your feedback about Oracle Applications user assistance. If you need clarification, find an error, or just want to tell us what you found helpful, we'd like to hear from you.

You can email your feedback to *oracle_fusion_applications_help_ww_grp@oracle.com*.

Thanks for helping us improve our user assistance!

1 Feedback Questions and Answers

How do I Enable Notifications to HR When Feedback is Provided on a Request by HR?

You need to enable the templates in Alerts Composer.

1. Go to **Tools** > **Alerts Composer**.
2. Enter the alert name **HRE Touchpoints Feedback Provided**.
3. Enable the templates **Mgr/HR notified, provider completes/revises feedback for goal** and **Manager/HR notified, participant completes/revises feedback**.

How do I Enable Printing of Multiple Anytime and Requested Feedback for an Employee?

To display the **Print** button on the Feedback Center page, set the page property **Page Level Print Button on Feedback Center Page** to True.

You need to have the appropriate function privileges to select the type of feedback for printing:

- To view Anytime Feedback you need to have the Manage HCM Person Note function privilege (HRT_MANAGE_HCM_PERSON_NOTE).
- To view Requested Feedback you need to have the View Requested Feedback function privilege (HRA_VIEW_REQUESTED_FEEDBACK) or the Administer Requested Feedback function privilege (HRA_ADMINISTER_REQUESTED_FEEDBACK).

How do I Hide and Change Default Selections for Sharing Requested Feedback?

You can hide or show a tab on a page and reorder tabs using Visual Builder Studio (VBS).

1. Navigate to the page.
2. Select the **Edit Page in Visual Builder Studio** task in the Settings and Actions menu.
3. Select your project or create a new one. Ensure that you're in **Express** mode.
4. To hide the checkboxes, set the following page properties to **False**:
   - **Show Share Feedback with Employee Checkbox**
   - **Show Share Feedback with Manager Checkbox**
   - **Show Share Feedback with Me Checkbox**

The above-mentioned page properties are set to **True** by default. If either **Show Share Feedback with Manager Checkbox** or **Show Share Feedback with Me Checkbox** is deselected and hidden by HR, the other needs to be selected and hidden.

5. To change the default values of the checkboxes, use the following page properties:
   - **Deselect Share Feedback with Employee Checkbox**
   - **Deselect Share Feedback with Manager Checkbox**
   - **Deselect Share Feedback with Me Checkbox**

   The above-mentioned page properties are set to **False** by default.

   When an employee requests for feedback, they need to select the checkbox to share the feedback with the manager or with themselves. If either **Deselect Share Feedback with Manager Checkbox** or **Deselect Share Feedback with Me Checkbox** is deselected and hidden by HR, the other needs to be selected and hidden.
6. Preview and publish your changes.

How do I Hide Feedback About Me Tab on Feedback Center?

You can hide or show a tab on a page and reorder tabs using Visual Builder Studio (VBS).

1. Navigate to the page.
2. Select the **Edit Page in Visual Builder Studio** task in the **Settings and Actions** menu.
3. Select your project or create a new one. Ensure that you're in **Express** mode.
4. Set the page property **Hide Feedback About Me Tab** to **True**.
5. Preview and publish your changes.

How Can I Control the Display Order of Tabs for a User Viewing the Feedback Center Page of Another Employee?

Use the page property Switch Display Order of Tabs for Others on Feedback Center Page.

If the page property is set to True, then for a user viewing another employee's Feedback Center will see **Feedback Given to [employee_name]** as the first tab and **Feedback Requests About [employee_name]** as the second tab.

How Can I Control the Display Order of Tabs for Self on Feedback Center Page?

Use the page property Switch Display Order of Tabs for Self on Feedback Center Page.

If the page property is set to True, then for an employee viewing their own Feedback Center will see **Feedback About Others** as the first tab and **Feedback About Me** as the second tab.

How Can I Define the Minimum Number of Characters a User Must Enter, to Generate Additional Feedback Comments?

You can define the minimum number of characters required using the page property Set Minimum Number of Characters Required to use Give Feedback AI.

How Can I Enable Feedback Notifications to Specific Manager Types?

HR can configure the feedback template so that specific manager types are notified when a worker receives a feedback.

Perform the following:

1. Navigate to **My Client Groups** > **Talent** > **Feedback Templates**.
2. Create a new feedback template.
3. Choose **Specific Manager Type** as manager types for notification.
4. Select the specific manager types to be notified.

If the template is in use, the manager types can't be edited.

How Can I Enable Formatting of Notes in Feedback Center?

Use the page property Control Display of Formatting Features for Give Feedback Region to add the formatting features to the comments section.

The formatting features are displayed in the predefined sequence.

How do I Hide Talent Review Notes in Feedback Center and Performance Document?

To hide the notes set the page property Hide Talent Review Notes on Feedback Center Page and Hide Talent Review Notes on Performance Document to True.

How Can I Provide Read-Only Access to Feedback and Performance Templates

The functional privilege View Performance Template (HRA_VIEW_PERFORMANCE_TEMPLATE) enables you to provide read-only access to the required role.

How Can I Create a Feedback Template?

Create feedback templates as per your organization requirements. You need to specify a questionnaire and set the template status to **Active** so that feedback templates are available when creating a feedback request.

As an administrator, you can manage feedback templates in: **My Client Groups** > **Performance** > **Setup Maintenance** > **Feedback Templates**.

If the feedback template is in use, the application indicates it in the **Feedback Templates** page. When the feedback template is **Active**, you can change the template name and description, but not the questionnaire.

You can set the template status to **Inactive** so that no feedback requests are created using the inactive template.

When the feedback template isn't in use, you can:

- Change the questionnaire in the feedback template
- Delete the feedback template

How Can I Disable the AI-generated Summary of an Employee’s Feedback?

Perform the following steps:

1. Navigate to the **Feedback Center** page.
2. Select the **Edit Page** in **Visual Builder Studio** task in the **Settings and Actions** menu.

3. Select your project or create a new one. Ensure that you're in express mode.
4. To hide the AI-generated summary for an employee, set the page property Hide Gen AI Feedback Summary on Feedback Center for Worker to **True**.
5. To hide the AI-generated summary for others, set the page property Hide Gen AI Feedback Summary on Feedback Center for Others to **True**.

How Can I View a Summary of the Feedback I Received?

Perform the following:

1. Navigate to the **Feedback Center** page (**Me** > **Feedback Center**).
2. Select a page level date range. This will be used for both anytime and requested feedback. Feedback summary is displayed on the **Feedback About Me** tab. A new summary is generated if you change the date range.

How Can I as a Manager View the Summary of Feedback Received by an Employee?

Perform the following:

1. 1. Navigate to the employee's **Feedback Center** (**My Client Groups** > **Feedback Center**).
2. Select a page level date range. This will be used for both anytime and requested feedback.
3. Select the employee. Feedback summary is displayed. A new summary is generated if you change the date range.

How Can I Setup Default Date Range and Sequence for Lookup Codes in Notes?

Perform the following steps:

1. Navigate to **Setup and Maintenance** > **Workforce Development**.
2. In the Worker Performance section, select **Performance Lookups**.
3. Search for lookup ORA_HRA_FEEDBACK_DATE_RANGE.
4. In the **ORA_HRA_FEEDBACK_DATE_RANGE: Lookup Codes** screen area, set the date range and the sequence for lookup codes.

How Can a HR View the Feedback Notes Shared Only Between Workers?

Assign the privilege Delete HCM Person Note (ORA_HRT_DELETE_PERSON_NOTE) to the HR.

How can I enable Redwood Feedback Visibility Setup task?

To enable Redwood Feedback Visibility page in the Fusion Setup Manager, you need to enable the profile options indicated in the table.

Profile Option Code	Profile Option Display Name	Value
ORA_HCM_VBCS_PWA_ENABLED	Enable VBCS Progressive Web Application User Interface	Y
ORA_HRT_ANYTIME_FEEDBACK_REDWOOD_ENABLED	Enable Redwood Anytime Feedback Pages	Y

How Can I Provide Anytime Feedback as a Worker?

Workers can share feedback for colleagues at any time through multiple options, including Person Spotlight and Quick Actions.

Provide Feedback Using Person Spotlight

1. Search for an employee using the Search bar on the global header, and click their name from search results.
2. Navigate to the **What Others Think** section.
3. Click **Provide Feedback**.
4. Select who can view your feedback and enter the feedback comments.
5. Click **Save**.

Provide Feedback Using Quick Actions

1. Go to **Me** > **Quick Actions** > **Show More** > **Career and Performance** > **Give Feedback**.
2. Enter the feedback recipient's full or partial name. A list of matching names appears in the list.
3. Select the person for whom you want to provide a feedback.

4. Select who can view your feedback and enter the feedback comments. Use adaptive intelligence (AI) to write effective and relevant feedback for a colleague. To use this feature, start typing your feedback and then click **Generate**. The application automatically generates the feedback based on the initial feedback you entered.
5. Click **Submit**. You can also add anytime feedback for yourself by navigating to **Me** > **Career and Performance** > **Feedback** > **Feedback Given to Me**. Adaptive intelligence (AI) isn't available for providing feedback to yourself.