

Oracle Fusion Cloud Talent Management

**Enhanced Talent Profiles Questions
and Answers**

FA-Latest



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1 Enhanced Talent Profiles Questions and Answers

Can I Create Conditions in Job and Position Profiles?

You can create conditional requirements between items within the same content section or across different content sections within a job profile, position profile, and organizational profile.

You can only select curated skills from the Skills Center subscribed content section if using Enhanced Dynamic Skills.

What's Meant by a Leading Attribute for a Content Section?

A leading attribute is the one that's required for a content section and can't be edited, for example, a competency name in the competency content section.

If a leading attribute needs to be corrected, you've to delete the existing item and create a new entry.

How to Specify Behaviors for Competencies?

You can refine job requirements by specifying behaviors for competencies included in person, position, and job profiles. Set up competency-behavior associations in the job profiles or item catalog. Only these associations can be added to the Skills and Qualifications page, where employees can be rated against them.

1. In the Item Catalog (**My Client Groups > Profiles > Item Catalogs**), create catalog of behaviors.
2. Enable behaviors for competencies sections in the Person profile type. This will automatically enable behaviors for job profiles that have these competencies sections.
 - a. Go to **My Client Groups > Profiles > Profile Types**.
 - b. Click **Edit** for Person profile type.
 - c. In the Content Sections screen area, click **Edit** for Competencies content section.
 - d. Select **Behaviors** checkbox.
 - e. Select the behaviors catalog and specify the relationship type between the behaviors and the competencies. This type will be used to decide how to propagate proficiency ratings from behaviors to competencies. In general, competencies are expected to have behaviors configured if the relationship type is set as "Is Parent Of". If there's no behavior to be configured when the relationship type is set as "Is Parent Of", you need to create a behavior that's named same as the parent competency and associate it to allow rating.
3. To associate specific behaviors with individual competencies in job profiles, perform the following:
 - a. Go to **My Client Groups > Profiles > Job Profiles**.
 - b. Click the job profile.

- c. In the Competencies section, add the required competencies.
 - d. Click **Add behavior**.
 - e. Add the required behavior from the behaviors catalog and the proficiency rating.
 - f. Save the changes.
 - g. Repeat Step 3e to 3f for each competency.
4. To associate specific behaviors with individual competencies in item catalogs, perform the following:
- a. a. Go to **My Client Groups > Profiles > Item Catalogs**.
 - b. Choose **Content Items**.
 - c. Edit the required competency.
 - d. To associate a behavior, in the Related Items section, click **Add Item**.
 - e. Add the required details.
 - f. Save the changes.
 - g. Repeat Step 4a to 4f for each competency.