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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

You have specified the minimum number of participants for each role in the performance template. While creating the performance document, you _____.

- A. cannot add any more participant over and above the minimum number specified for the role
- B. can add only one more participant over and above the minimum number specified for the role
- C. can add only two more participant over and above the minimum number specified for the role
- D. can add more than two more participant over and above the minimum number specified for the role

Correct Answer: D

QUESTION 2

Select the correct statement about performance and development goals.

- A. Performance goals are assigned per assignment and development goals are assigned per person.
- B. Performance goals are assigned per person and development goals are assigned per assignment.
- C. Both performance goals and development goals are assigned per assignment.
- D. Both performance goals and development goals are assigned per person.
- E. Both performance goals and development goals can be assigned per assignment and per person.

Correct Answer: C

QUESTION 3

Your company's appraisal policy requires that the content of the performance document be added in a collaborative manner.

Implementation requirements include:

Both the worker and the manager are required to rate the worker. Conduct a review meeting for the worker, which the worker must acknowledge. Both the manager and the worker should be able to give their comments on the entire evaluation process.

Workers and managers should start setting goals for the next period.

To meet these requirements, what are the correct tasks and their sequence to be designed in the process flow?

- A. Set next period goals, set goals, first approval, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback



- B. Set goals, first approval, manager evaluation of worker, worker self-evaluation, provide final feedback, second approval, set next period goals
- C. Set goals, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback, set next period goals
- D. Set goals, worker self-evaluation, manager evaluation of worker, share performance document, first approval, confirm review meeting held, provide final feedback
- E. Set goals, manager evaluation of worker, share performance document, conform review meeting held, provide final feedback
- F. Set goals, worker self-evaluation, manager evaluation of worker, provide final feedback, confirm review meeting held, set next period goals

Correct Answer: D

QUESTION 4

You are in the process of setting up a talent review meeting. When you log in to the application, the talent review template does not appear in the list of values.

Identify the reason for the template not appearing in the list of values.

- A. The template is in Inactive status.
- B. The template is in Active status.
- C. The template is in Incomplete status.
- D. The template is in Planned status.
- E. The template is in Approved status.

Correct Answer: A

QUESTION 5

A Human Resources Manager informs the Human Resource Specialist that an Incumbent Succession Plan needs to be updated. The Human Resource Specialist is unable to find the Incumbent Succession Plan. What is the cause of this?

- A. The Human Resource Specialist is not the owner of the Succession Plan even though the privacy of the plan is Public.
- B. The Human Resource Specialist is one of the owners of the Succession Plan; however, the data role of the Human Resource Specialist doesn't allow him to search for the employee in person management search.
- C. The Human Resource Specialist is one of the owners of the Succession Plan; however, the privacy of the plan is Private.
- D. The Human Resource Specialist is not the owner of the Succession Plan even though the data role of the Human Resource Specialist allows him to search for the employee in person management search.



Correct Answer: B

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