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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

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

Correct Answer: A

QUESTION 2

Which two statements are true regarding adding goals to and removing goals from a talent pool?

- A. If you remove a development goal from a talent pool, that goal will be automatically removed from the workers' goals list, which inherited the goal from the talent pool.
- B. When you add a goal to a pool, all members of the pool are assigned the goal.
- C. You can only add goals that exist in the goal library.
- D. When you add a goal to pool members who already have that goal as one of their existing goals, the goal will be duplicated in the goal list.

Correct Answer: BC

QUESTION 3

You are a manager in a financial firm and have a new person report to you. The person is new to Oracle HCM Cloud and Person Gallery. He or she comes to you for help in understanding the difference between a suggestion list and an interest list.

Which option would be a good explanation for the difference between the two and help him or her in managing the lists?

- A. A suggestion list is a manually created list of jobs by the manager for an employee, whereas an interest list is a list of jobs or positions created by an employee, which he or she would like to pursue.
- B. A suggestion list is a manually created list of jobs by the manager for an employee, whereas an interest list is a list of jobs or positions created automatically for an employee based on the competencies, skills, and qualifications match on his or her profile.



C. A suggestion list is an automatically created list of jobs for an employee based on the competencies, skills, and qualifications match on his or her profile, whereas an interest list is a list of jobs or positions created by the manager for an employee based on employee performance and interests.

D. A suggestion list is automatically generated when an employee views his or her career planning card and consists of suitable jobs or position profiles based on how well an employee's competencies, skills, and qualifications match with those of the job or position profile. An interest list is manually created by an employee by browsing profiles of jobs and positions that he or she might like to pursue and adding

them to the list.

E. A suggestion list is a manually created list of jobs by the employee himself or herself for his or her peers. An interest list is automatically created for the employee based on his or her qualification, skills, and competencies.

Correct Answer: D

QUESTION 4

Where do reviews create and manage notes for their direct and indirect reports for a Talent Review Meeting?

- A. Talent Review Dashboard
- B. Prepare Review Content page
- C. Show Details dialog box
- D. Manage Notes and Tasks page

Correct Answer: B

QUESTION 5

Which two statements are true regarding succession plan strength?

- A. It is a non-calculated description of succession plans that is determined by the number of candidates in the plan and their risk of loss.
- B. It is a non-calculated description of succession plans that is determined by the number of candidates in the plan and their readiness.
- C. It can be manually overridden.
- D. It is also known as plan bench strength.

Correct Answer: BD

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