



# 1Z0-966<sup>Q&As</sup>

Oracle Talent Management Cloud 2017 Implementation Essentials

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### QUESTION 1

Which two statements regarding the creation of a performance document are true?

- A. An HR Specialist can mass-create performance documents by using eligibility profiles.
- B. A worker can create his or her own performance document.
- C. An organization owner can create performance documents for workers in his or her organization.
- D. An HR Specialist can create a performance document on behalf of a manager.

Correct Answer: AD

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### QUESTION 2

Which statement is true regarding questionnaires?

- A. In a questionnaire, you cannot specify whether to allow respondents to add attachments to the response.
- B. In a questionnaire, you can specify whether to allow respondents to add attachments to the response and you can specify how the responses are presented.
- C. In a questionnaire, you cannot specify how the responses are presented.
- D. In a questionnaire, you cannot specify whether to allow respondents to add attachments to the response, but you cannot specify how the responses are presented.
- E. In a questionnaire, you cannot specify whether to allow respondents to add attachments to the response, but you can specify how the responses are presented.

Correct Answer: B

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### QUESTION 3

While defining a Talent Review Template for a customer, you are required to set up a 2? Performance vs. Potential Box Chart.

Which option should be set up in the Talent Review Template?

- A. Map X-axis with a performance rating model with 2 rating levels and map Y-axis with a potential rating model with 3 rating levels.
- B. Map X-axis with a potential rating model with 2 rating levels and map Y-axis with a performance rating model with 3 rating levels.
- C. Map X-axis with a performance rating model with 2 rating categories and map Y-axis with a potential rating model with 3 rating categories.
- D. Map X-axis with a potential rating model with 2 rating categories and map Y-axis with a performance rating model with 3 rating categories.



Correct Answer: A

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#### QUESTION 4

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, confirm 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

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#### QUESTION 5

A worker wants to generate a group space and collaborate with colleagues on the goal progress. Select two correct actions that the worker can perform.

- A. Link more than one goal to a group space.
- B. Create a group space for goals with the goal access "Viewable to Me Only."
- C. Create a group space for one goal.
- D. Create a group space for goals with the goal access "Viewable to Peers."
- E. Delink the goals from the group space created by others.



Correct Answer: BD

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