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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

Your client wants workers to be able to enter goals in self-service, but wants managers to be able to see all the goals maintained by workers.

What would you advise the customer to configure?

- A. Performance Goals only, and disable the Mark Goals Private indicator
- B. Performance Goals and Development Goals, and disable the Mark Goals Private indicator
- C. Performance Goals, Development Goals, and Personal Goals
- D. Performance Goals and Development Goals
- E. Performance Goals only

Correct Answer: E

QUESTION 2

Which is an example of a SMART goal for an HR executive?

- A. Implement policies to reduce corporate insurance expenses by the end of the year.
- B. Revamp the employee training catalog and add 20 new training programs.
- C. Reduce the average time to hire by six days before June 30.
- D. Deploy the new HRIS within the established project financial budget.

Correct Answer: B

QUESTION 3

Identify four modules with which Fusion Goal Management is integrated.

- A. Fusion Profile Management
- B. Fusion Performance Management
- C. Fusion Benefits
- D. Fusion Network at Work
- E. Fusion Talent Review
- F. Fusion Payroll
- G. Fusion Compensation



Correct Answer: ACDG

QUESTION 4

Your customer requires a Mid-Year review and Annual Review for the current business process to work in Oracle Performance Management Cloud. They have a Self-Evaluation step in both the performance templates but they would like to notify the employee's manager about the completion of the Self-Evaluation step only in the Annual Review Document to reduce the mail traffic.

Which statement is correct about implementing this requirement?

- A. This notification cannot be controlled at the performance template level and once turned on will fire for the step for all the Performance templates.
- B. The Activity Name for Manager Role will be left blank for the Mid-Year review process flow.
- C. The Notify Manager check box will be deselected in the Mid-Year review template and will be selected for the Annual review template.
- D. The Notify Manager check box will be not selected in the Overall Summary section in the Mid-Year review template and this will be selected for the Annual review template.

Correct Answer: B

QUESTION 5

The performance appraisal meeting has started; however, its status is shown as "Not started" to the worker. What is the reason?

- A. The "In Progress" status of the meeting is visible only to the manager after sharing the performance document with the worker, before the worker acknowledges the meeting.
- B. The manager has not confirmed that the review meeting has been held.
- C. The HR specialist has not updated the status of the task to "In Progress."
- D. The status is updated to "In Progress" and then to "Completed" by the manager only after the meeting is over.
- E. The performance document has not been shared by the manager. After the performance document is shared, the status of the review meeting will automatically be updated to "In Progress."

Correct Answer: E

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