1Z0-966^{Q&As}

Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

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 automaticallyremoved 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 poolmembers who already have that goal as one of their existing goals, the goal will be duplicated in the goal list.

Correct Answer: BC

QUESTION 2

When a performance document is shared by the manager or acknowledged by the worker, what will the corresponding subtask status change to?

A. Acknowledged

B. Shared

C. Completed

D. Acknowledged or Shared

E. In Progress

Correct Answer: A

QUESTION 3

Which two statements are true for each type of questionnaire questions?

A. You may configure specific responses, but you cannot select the presentation method to determine how the response appears.

B. For the single select question type, the possible responses can be configured only to appear as radio buttons.

C. For thesingle select question type, the possible responses can be configured only to appear in a single select choice list.

D. You may configure specific responses and select the presentation method to determine how the response appears.

E. For the single selectquestion type, you can specify that the possible responses appear either in a single select choice list or as radio buttons.

Correct Answer: DE

QUESTION 4

Which two statements are true regarding adding candidates to succession plans?

A. A Find Best Fit analysis must be run before adding candidates to the succession plan.

B. When adding candidates, you cannot update their risk-of-loss or impact-of-loss ratings.

C. Succession plans can be available to and include candidates from several organizations.

D. Find Best Fit is available when a job profile is associated with the succession plan or the incumbent\\'s job.

Correct Answer: AC

QUESTION 5

You are implementing Oracle Performance Management Cloud with the requirements that during performance evaluation, a manager should be able to allocate rewards to direct reports and also be able to promote them. How do you meet these requirements?

A. Include the Allocate Rewards subtask in the process flow, but handle promotions separately in core HR.

B. Recommend that the client perform those tasks outside the performance evaluation process in compensation management.

C. In the performance process flow setup, include the tasks Allocate Rewards and Manage Promotions.

D. Configure the performance document sections to include rewards and promotions.

E. Include the Manage Promotions task in the process flow, but handle rewards separately in compensation management.

Correct Answer: C

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