1Z0-966^{Q&As}

Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

What happens when you publish a goal?

A. It is added to the competency library.

B. It is available to workers in the Organization Goals area of the My Goals page.

C. It is added to the goal library for users to select.

D. It is available to workers in theShared Goals area of the My Goals page.

Correct Answer: B

QUESTION 2

Which four fields are configurable on the Create Questionnaire Template Basic Information page when creating a questionnaire template?

A. Rating Model

B. Status

C. Privacy

D. Owner

E. Name

Correct Answer: ABCD

QUESTION 3

What happens when a task is created during a talent review meeting by using the add task functionality?

A. Only the assignee is notified and his or her watch list is updated.

B. Both the owner and the assignee are notified and their watch lists are updated.

C. Only the owner is notified and his or her watch list is updated.

D. The facilitator sends an email to the owner of the task.

E. The business leader is notified about the newly created task.

Correct Answer: B

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, 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 5

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