



1Z0-966^{Q&As}

Oracle Talent Management Cloud 2017 Implementation Essentials

Pass Oracle 1Z0-966 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.passapply.com/1z0-966.html>

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle
Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers





QUESTION 1

During performance evaluation, if changes are made to a worker's goals on the Goal Management pages, how can the changes be reflected in the performance document?

- A. Use the "Update goals and competencies" action on the performance document.
- B. The user must manually check for changes made on the Goal Management pages and update the performance document accordingly.
- C. The changes made on the Goal Management pages are automatically reflected in the performance document.
- D. After the performance document is created, the changes made on the Goal Management pages cannot be synchronized with the performance document and, therefore, must be evaluated outside the system.
- E. A separate performance document must be created to incorporate the changes made on the Goal Management pages.

Correct Answer: C

QUESTION 2

A Human Resources Manager informs the Human Resource Specialist that an Incumbent Succession Plan needs to be updated. The Human Resource Specialist is unable to find the Incumbent Succession Plan. What is the cause of this?

- A. The Human Resource Specialist is not the owner of the Succession Plan even though the privacy of the plan is Public.
- B. The Human Resource Specialist is one of the owners of the Succession Plan; however, the data role of the Human Resource Specialist doesn't allow him to search for the employee in person management search.
- C. The Human Resource Specialist is one of the owners of the Succession Plan; however, the privacy of the plan is Private.
- D. The Human Resource Specialist is not the owner of the Succession Plan even though the data role of the Human Resource Specialist allows him to search for the employee in person management search.

Correct Answer: B

QUESTION 3

An employee transfers from the US Sales department to the Hong Kong Sales department midway through the period covered by the US Sales Annual Evaluation performance document. The HR specialist has run the batch eligibility process for the last time after the employee transferred, making him ineligible to use the US Sales Annual Evaluation performance document. However, the organization process requires that the employee be evaluated using performance documents for both his old and new locations.

The HR specialist navigates to the Manage Worker Eligibility page, and selects the employee. Then the HR specialist clicks the Change Eligibility button, selects the US Sales Annual Evaluation performance documents, and specifies to force it eligible.



Which statement is correct about the ability of the employee and his manager to perform evaluation?

- A. Since the employee no longer meets the eligibility criteria, only the new manager can access the performance document to perform the evaluation.
- B. Even though the employee no longer meets the eligibility criteria, he and his new manager can still access the performance document to perform the evaluation.
- C. Since the employee no longer meets the eligibility criteria, the employee and his manager are not able to conduct performance evaluation in his new location.
- D. The employee and his manager can access the performance document to perform evaluation only in a new location.

Correct Answer: A

QUESTION 4

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 5

Your client has 10 different vice-president jobs that are expected to have a high turnover rate. The client informs you that these jobs have identical or nearly identical skill sets. You are tasked with creating a succession plan, which has maximum plan strength.

Which two tasks should be carried out to fulfill your client's requirements?

- A. Select and add a limited number of internal candidates.
- B. Use the Job or Position plan type.
- C. Use the Incumbent plan type.
- D. Select and add a large number of candidates.

Correct Answer: AB

QUESTION 6



Which statement is true?

- A. You cannot create questionnaires to add to performance documents to gather feedback from participants, other than direct managers, who are requested to provide feedback about workers.
- B. You can create questionnaires to calculate worker potential rating during the content preparation stage before a talent review meeting.
- C. You can create questionnaires to determine additional areas to be added as performance sections in performance documents.
- D. You can create questionnaires to calculate worker potential salary during the content preparation stage before a talent review meeting.
- E. You can create questionnaires to determine worker potential assignments during the content preparation stage before a talent review meeting.

Correct Answer: A

QUESTION 7

Which three statements are true about goal plans?

- A. Goals can be added to a Performance goal plan, which is assigned to an organization.
- B. Goal plans can be used to group goals to track them easily for a specific population and time period.
- C. Goal plans can be used to assign goals to a specific population.
- D. Goals can be assigned to both individuals and an organization by assigning the goal plan to both individuals and an organization.
- E. Goal plans can be used to add goals to goal plans from other sources.

Correct Answer: BCE

QUESTION 8

Which functionality in Talent Management enables an HR specialist to select an individual based on a specific list of requirements?

- A. Best-Fit Analysis
- B. Profile Search
- C. Profile Comparison
- D. Person Portrait

Correct Answer: A



QUESTION 9

A manager has assigned a performance goal "Improve Quality by 20%" to a worker by using the My Direct Goals page. The manager had picked the goal from the goal library. The goal is viewable by the worker on the Performance Goals tab of the My Goals page. The worker has started working towards achieving the goal "Improve Quality by 20%". In the middle of the goal period, when the worker tries to update the status of the goal, the worker finds that he or she is not allowed to update the goal attributes.

What is stopping the worker from updating the goal status?

- A. The worker cannot update the goals assigned by using the My Direct Goals page.
- B. The worker cannot update the performance goal.
- C. The worker cannot update the goals added from the goal library.
- D. The manager has not enabled the flag that allows workers to update goal attributes.
- E. The worker is not allowed to update the goal in the middle of the goal period.

Correct Answer: E

QUESTION 10

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

Correct Answer: DE

QUESTION 11

As an HR specialist, you want to mass-assign goals to workers. While assigning the goals, you selected a goal plan but did not select a goal plan period. Choose the correct option that holds true for the goal plan period in this scenario.

- A. The organization owner of the respective worker assigns a goal plan period based on the individual organization goal plan period.
- B. The HR specialist who assigned the goal plan either sends notification to workers about the goal plan period or manually populates the plan period based on the expected goal completion date.
- C. The workers populate the plan period for the goal plan based on the expected goal's target completion date.



D. The system determines and auto-populates appropriate goal plan and sub-period based on the goal's target date.

Correct Answer: B

QUESTION 12

Identify two correct statements for Goal Plan setup.

- A. Long-term goals can only be created within long-term goal plans and cannot exist across goal plans.
- B. The performance document attached to a Goal Plan decides the Goal Plan inclusion in a performance document.
- C. The review period attached to a Goal Plan restricts the user from creating long-term goals.
- D. Goal Plan dates are defaulted from review period dates.
- E. The start and end dates of a Goal Plan have to be within the review period.

Correct Answer: BE

QUESTION 13

Your customer wants the Goals and Competency section of the performance template to be populated based on the Job which is assigned to worker.

What two options should you use to configure this requirement?

- A. Create an eligibility profile based on worker Job and the HR Specialist could massinsert Competencies into already created performance documents using the Mass Assign process.
- B. Create an eligibility profile based on worker Job and the HR Specialist could mass insert Goals into already created performance documents using the Mass Assign process.
- C. Create an eligibility profile based on worker Job and populate worker Competencies using the Mass Assign process before the creation of the performance document. In the performance template section of Goals, choose the option of "Use Employee's Competencies".
- D. Populate the Job profile with Job-specific Competencies and in the performance template section of Competencies setup, choose the option of Use Specific Profile and select Job profile.
- E. Populate the Job profile with Job-specific Goals and in the performance template section of Goals setup, choose the option of Use Specific Profile and select Job profile.
- F. Create an eligibility profile based on worker Job and populate worker Goals using the Mass Assign process before the creation of the performance document. In the performance template section of Goals, choose the options of Use Employee's Goals.

Correct Answer: EF

QUESTION 14



What is the maximum number of section types that you can configure in a performance template to meet the requirements of a semiannual evaluation of a company and what are the section types?

- A. five; goals to rate worker goals, overall summary, worker final feedback, manager final feedback, and profile content to rate worker competencies
- B. four; worker and peer final feedback, manager review, HR review, and profile content to assess career preferences
- C. three; profile content to rate worker competencies, goals to rate worker goals, and rating model for risk and impact of loss
- D. two; rating model for risk and impact of loss, and overall summary to provide the overall rating of the worker or manager
- E. three; HR Specialist final feedback along with rating, overall summary region, and profile content to rate worker's risk of loss
- F. five; profile content to rate worker competencies, goals to rate worker goals, overall summary, worker final feedback, and peer review

Correct Answer: F

QUESTION 15

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

[Latest 1Z0-966 Dumps](#)

[1Z0-966 PDF Dumps](#)

[1Z0-966 Practice Test](#)