1Z0-966 Q&As

Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

You are a review participant and there is a need to analyze the impact of changing the performance and potential ratings of a worker reporting to you. Identify two options available on the talent review dashboard that can be used for calibrating performance and potential.

A. Zoom in

B. Mobility

C. Zoom out

D. Drag-and-drop

E. Move marker

Correct Answer: BD

QUESTION 2

Which statement is true regarding the timing of questionnaire creation?

A. You must first create the template. You can then edit the configuration settings in the questionnaire that were inherited from the template.

B. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.

C. When you create a questionnaire from a template, you cannot edit the configuration settings in the questionnaire that were inherited from the template.

D. You can create a questionnaire without creating a template first. After the questionnaire is created, you cannot edit the configuration settings in the questionnaire.

E. You can create a questionnaire with or without creating a template first.

Correct Answer: A

QUESTION 3

Which three actions must be completed before a worker can associate a goal to a goal plan, including a weight?

A. The goal plan must be assigned to the worker\\'s department.

B. The goal must have the same Start Date as the goal plan.

C. The worker must select the goal plan when creating the goal.

D. The worker must select the goal from the goal library.

E. The goal plan must include the worker\\'s goal.

F. The goal plan must be assigned to the worker.

G. The goal plan must enable weights.

Correct Answer: BEG

QUESTION 4

A specific goal from the goal library is added by a worker. Later, the HR specialist changes the status of the goal in the goal library to "Inactive". How does the system behave when the goal status is saved?

A. It successfully saves the status without affecting the worker\\'s goals and the goal is prevented from future copying.

B. It throws an error saying "Goal is already in use".

C. It deletes the goalfrom the worker\\'s goals and successfully saves the status.

D. It throws an error saying "Insufficient Privileges".

E. It completely deletes the goal from the system.

Correct Answer: C

QUESTION 5

You are implementing Oracle Goal Management for a midsize company.

Your customer wants to add goals from a legacy application. These goals need to be available to all

workers, managers, and organization owners.

Identify two ways to satisfy these requirements.

A. Add goals to a goal plan.

B. Add goals to the goal library.

C. Upload goals into the goal library by using an application-generatedspreadsheet.

D. Add the goals as an organizational owner.

Correct Answer: CD

QUESTION 6

The Department Manager has created and published an organization goal "Improve Organization Performance". The goal-setting process is completed across the organization. At the end of the goal-setting process, the Department Manager wants to know how many workers in his or her organization have set goals to "Improve Organization Performance".

How can the Department Manager see the desired information?

A. View either the Goal Alignment Summery report orthe Goal Progress Summary report.

B. View the Goal Progress Summary report.

C. Create a new dashboard report on the Organization Goals page.

D. Create a new dashboard report on the My Goals page.

E. View the Goal Alignment Summary report.

Correct Answer: E

QUESTION 7

The Human Resources department manager informs the Human Resource Specialist that Employee 1, who is Head of Sales, plays a virtual role in the organization and they must plan for the successors of the employee. What should the Human Resource Specialist do?

A. Create an Incumbent Succession Plan for Employee 1.

B. Create a Job Succession Plan for the Head of Sales job.

C. Create a Job Profile Succession Plan for the Sales job profile.

D. Create a Job Family SuccessionPlan for the Sales job family.

E. Create a Position Succession Plan for the Head of Sales position.

Correct Answer: A

QUESTION 8

How do you compare a worker\\'s performance and potential ratings from one of the previous meetings with his or her performance and potential ratings for the current year during a talent review meeting?

A. A comparison can be done only between different workers and not between workers\\' records across different time spans.

B. Use the Snow Progress feature in conjunction with the timeline slider.

C. Use the Move Marker functionality.

D. Use the Zoom functionality of the talent review dashboard.

E. Select the worker, click the Window details button, and then click the Compare tab.

Correct Answer: D

QUESTION 9

What can you use Questionnaires for before a Talent Review meeting?

A. to view and track development goals of workers outside of your direct reporting line

B. to assign qualitativeor quantitative measurements to assess the level of success of achieving a goal

C. to assign Development Goals to workers in your direct reporting line

D. to calculate the worker potential rating during the content preparation stage

Correct Answer: D

QUESTION 10

You created a performance goal, "Customer Satisfaction/1 and added it to your goals. You want to align this goal with your manager\\'s goal "Improve customer satisfaction by 20%" and assign it to your direct reports also. You see an error message when you try to align and assign your goal.

What is the reason for the error?

A. You defined the goal as a development goal.

B. Priority is not entered for the goal.

C. You marked the goal as a "Private" goal.

D. Target completion date is not entered for the goal.

E. A weight is not entered for the goal.

Correct Answer: B

QUESTION 11

Which three statements are true about the goal details held in the performance document and goal management dashboards?

A. Primary goal characteristics, such as the goal name, description, success criteria, and completion date, are kept identical in both the locations.

B. Goal ratings that the worker or manager provides in the performance document are available on the Goal Management pages.

C. Goal weights added on the Goal Management pages are added to the performance document only when the goal is initially added to the document; thereafter, weights are maintained independently.

D. Comments created on the Goal Management pages are not visible in the performance document.

E. Comments made in the performance document do not appear on the Goal Management pages.

Correct Answer: ABC

QUESTION 12

Which three goal types are available in Goal Management?

A. Performance

B. Development

C. Organizational

D. Management

E. Personal

Correct Answer: ACE

QUESTION 13

While conducting a talent review meeting the Business Leader felt that the review population in the current meeting is large. Choose four parameters on which the Business Leader can filter the population.

A. Job

B. Grade

C. Position

D. Location

E. Competency/Proficiency Level

F. Age

Correct Answer: ACDF

QUESTION 14

A company uses the band method for the overall summary, sum method for the goals section, and average method for the competencies section with rating points. For an employee, the score for the competencies section is 50, and the score for the goals section is 20. The table shows the rating point ranges set up for the overall section rating model to assign the rating level for the overall rating. What is the overall rating of an employee?

Rating Points From	Rating Points To	Rating Level
0	15	A
16	30	D
31	45	C
46	60	B
61	75	E

A. E

B. C

C. A

D. B

E. D

Correct Answer: E

QUESTION 15

When you add a task to a selected worker on the Talent Review dashboard, what role does the worker automatically assume?

A. Assigned Worker

B. Task Owner

C. Associated Worker

D. Assignee

Correct Answer: A