

# 1Z0-966<sup>Q&As</sup>

Oracle Talent Management Cloud 2017 Implementation Essentials

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**QUESTION 1**

Which of the following statements are true about the goals belonging to a goal plan?

- I. Goal start date falls between the goal plan start date and goal plan end date.
- II. Goal Target Completion date falls between the goal plan start date and goal plan end date.
- III.  
Goal Actual Completion date falls between the goal plan start date and goal plan end date.

- A.
- I, II, and III
- B.
- I only
- C.
- II only
- D.
- III only
- E.
- I and II only
- F.
- and III only

Correct Answer: E

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**QUESTION 2**

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

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### QUESTION 3

The goal plan template is the basis for the generation of goal plans for HR specialists. Select four correct actions that an HR specialist can perform with respect to goal plan templates.

- A. Create goal plan templates.
- B. Duplicate the goal plan templates.
- C. Select goals to include in the template.
- D. Change template status to "inactive."
- E. Select population for the goal plan template.
- F. Delete the templates that were never used.
- G. Rename templates.

Correct Answer: BDEF

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### 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 goal from 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

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### QUESTION 5

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 qualitative or 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

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