

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

Oracle Talent Management Cloud 2017 Implementation Essentials

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**QUESTION 1**

A manager has several goals and has assigned some of those goals to his or her direct reports. However, when direct reports complete the goal, their profiles are not updated with the competencies associated with the goal as Target Outcomes. What is the possible reason that the competencies were not added to the profiles?

- A. The Target Outcome was added to the goal after the goal was submitted.
- B. The goal was assigned to the direct reports after the Target Outcome was added.
- C. The Target Outcome was added, but the target proficiency was not selected.
- D. Goal Tasks were not associated with the goal.
- E. The Target Outcome was added after the goal was assigned to the direct reports.

Correct Answer: E

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**QUESTION 2**

Which is an example of a SMART goal for an HR executive?

- A. Implement policies to reduce corporate insurance expenses by the end of the year.
- B. Revamp the employee training catalog and add 20 new training programs.
- C. Reduce the average time to hire by six days before June 30.
- D. Deploy the new HRIS within the established project financial budget.

Correct Answer: B

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**QUESTION 3**

Which statement is false in describing Succession Plan types?

- A. An Incumbent plan type allows you to create a plan to replace multiple individuals.
- B. An Incumbent plan type allows you to create a plan to replace a particular individual.
- C. The Job or Position plan type allows you to create a plan to ensure that one or more potential candidates have been identified to fill a key role or position.
- D. A Job or Position plan can cover a particular job in a specific business unit or department, or throughout an entire organization.

Correct Answer: C

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**QUESTION 4**

A senior manager with your client wants to see a report that shows how much progress is being made on the goals that support his or her performance goals. How would you satisfy this requirement?

- A. Show the manager how to use the Goal Progress Summary analytic on the My Organization Goals page, avoiding a custom report.
- B. Create a new analytic that shows the goals that are aligned to the manager's performance goals and their status.
- C. Create a new analytic that shows the goals that are aligned to the manager's organization goals and their status.
- D. Show the manager how to use the Goal Alignment Summary analytic on the My Organization Goals page, avoiding a custom report.

Correct Answer: A

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#### QUESTION 5

Identify four correct statements that describe the Performance Template.

- A. In the performance template, you cannot specify static content, such as competencies and goals.
- B. In the performance template, you cannot edit sections in the template.
- C. In the performance template, you can edit sections in the template.
- D. In the performance template, you can select the document type, sections, process flows to use, and any additional content on which to rate workers.
- E. In the performance template, you can specify the processing rules for the document, and enter the periods for which the performance documents are valid.
- F. In the performance template, you can select the roles that can access the performance documents created from the template.

Correct Answer: CDEF

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#### QUESTION 6

Which statement regarding online processing thresholds is true?

- A. This profile option determines only the number of records that the application can manually process.
- B. The number of records in the process is calculated by multiplying the number of goals by the number of assignees.
- C. The default maximum number of processing records is 100.
- D. The online processing threshold only applies when the HR specialist mass-assigns goals.

Correct Answer: D

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#### QUESTION 7

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 8

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

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### QUESTION 9

Goal Management enables you to print worker goals. What are the two provided output formats?

- A. dat
- B. pdf
- C. html
- D. doc
- E. xls
- F. rtf

Correct Answer: BC

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**QUESTION 10**

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

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**QUESTION 11**

A goal plan is created that includes goals from a previous goal plan. Which two goals are copied to the new goal plan?

- A. Goals with the status Mark for Copy.
- B. Goals with the status Complete.
- C. Goals with the status In Progress.
- D. Goals with the status Not Started.

Correct Answer: CD

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**QUESTION 12**

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

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**QUESTION 13**

Where do reviews create and manage notes for their direct and indirect reports for a Talent Review Meeting?

- A. Talent Review Dashboard
- B. Prepare Review Content page
- C. Show Details dialog box
- D. Manage Notes and Tasks page

Correct Answer: B

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#### QUESTION 14

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

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#### QUESTION 15

One of the workers reporting to you is appearing in the holding area. Identify three possible reasons for the worker to be in the holding area.

- A. The box in which the worker should appear has multiple ratings mapped to it, resulting in the worker being placed in the holding area.
- B. The worker joined the organization after the talent review meeting was scheduled.
- C. The performance rating model that is used to assess the worker's overall performance rating differed from the performance rating model selected on the talent review configuration template.
- D. The worker was not rated before the talent review meeting.
- E. The worker has been placed in the holding area by you during the talent review meeting.

Correct Answer: BCD

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