



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

Oracle Talent Management Cloud 2017 Implementation Essentials

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### QUESTION 1

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 2

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 3

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

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### QUESTION 4

Which are three guidelines to follow when creating a questionnaire template or questionnaire?

- A. Determine the intended participant for the questionnaire - is the questionnaire for a widespread audience or specific group?
- B. Format basic information - Make it easier to categorize and control access.
- C. Add and format content - Specify the sequence, appearance, and formatting of questions and responses.
- D. Disregard specific regional or international laws or customs because any question may be asked in any country jurisdiction.
- E. Make sure that the questionnaire template is fully configured because questionnaires created based on a template cannot override template settings.

Correct Answer: BCE

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### QUESTION 5

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

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