



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

Oracle Talent Management Cloud 2017 Implementation Essentials

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### QUESTION 1

Which two options are available in the Section Order field on the Create Questionnaire Template Contents page when creating a questionnaire template?

- A. Manual
- B. Random
- C. Sequential
- D. Ascending
- E. Descending

Correct Answer: BC

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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

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

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#### QUESTION 4

Your client wants workers to be able to enter goals in self-service, but wants managers to be able to see all the goals maintained by workers.

What would you advise the customer to configure?

- A. Performance Goals only, and disable the Mark Goals Private indicator
- B. Performance Goals and Development Goals, and disable the Mark Goals Private indicator
- C. Performance Goals, Development Goals, and Personal Goals
- D. Performance Goals and Development Goals
- E. Performance Goals only

Correct Answer: E

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#### QUESTION 5

A talent review meeting in your organization has completed. An action plan was identified during the talent review meeting and created in the system. Who has the privilege to review the action plan after the meeting is over?

- A. Business leader
- B. Review participants
- C. Business leader and review participants
- D. Facilitator
- E. Business leader and facilitator

Correct Answer: C

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