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QUESTION 1

Which two statements are true about the due date for completion of a participant feedback?

- A. The due date is determined from the performance template.
- B. The due date is determined by the manager while sending the participant feedback request.
- C. The due date is determined from the performance template, but the manager can override it.
- D. The due date is part of the notification that goes to the participant requesting the feedback.

Correct Answer: BC

QUESTION 2

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

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

The performance template is configured in such a way that the Performance Rating given by the manager against a content item is going to update the worker's profile. Which two statements are true?

- A. The Instance Qualifier for the update cannot be "Reviewer ID".
- B. The Job (Model) Profile for the worker can also be updated.
- C. The Instance Qualifier for the update can be "Supervisor" or "Reviewer ID".
- D. Rating an item can be made mandatory.

Correct Answer: CD

QUESTION 5

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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