



1Z0-966^{Q&As}

Oracle Talent Management Cloud 2017 Implementation Essentials

Pass Oracle 1Z0-966 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.geekcert.com/1z0-966.html>

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle
Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers





QUESTION 1

Your customer wants a list of items that managers should consider doing when creating their goals, so that subordinates can create goals that align with or support their managers' goals.

Select two options that should be included in the training materials for managers to satisfy this requirement.

- A. publishing Performance Goals
- B. publishing Organization Goals
- C. sharing Organization Goals
- D. sharing Performance Goals
- E. assigning goals
- F. aligning goals

Correct Answer: CF

QUESTION 2

All tasks and subtasks are included in the Performance flow except the Set Goals task. Can the competencies and goals be added for a worker in his or her performance document?

- A. Yes. Only goals can be added in the worker self-evaluation task.
- B. Yes. Only competencies can be added in the manager evaluation of worker tasks.
- C. Yes. Goals and competencies can be added in the manager evaluation of worker tasks only.
- D. Yes. Goals and competencies can be added in the worker self-evaluation task only.
- E. No. Without the Set Goals task, goals and competencies cannot be added in the performance document.
- F. Yes. Goals and competencies can be added in either the worker self-evaluation or the manager evaluation of worker tasks.

Correct Answer: E

QUESTION 3

You need to mass-assign goals that exist in the goal library. The requirements are as follows:

- Performance goals A1, A2, and A3 should be assigned to Manager 1's direct reports.
- Development goals B1, B2, and B3 should be assigned to Manager 2's direct reports.

Which option accomplished these requirements?



- A. Manager 1 and Manager 2 shares goals A1, A2, and A3 and B1, B2, and B3 with direct reports, respectively.
- B. The organization owner should add goals A1, A2, A3, B1, B2, and B3 so they can be accessible as organization goals.
- C. The HR Specialist selects goals from the goal library, and then assigns them to the appropriate population.
- D. Manager 1 adds goals A1, A2, and A3 and Manager 2 adds goals B1, B2, and B3 to their direct reports' performance documents.

Correct Answer: D

QUESTION 4

Where do you define the relationship if you want to set up a relationship between Goals Content Type and Competencies Content Type?

- A. Set up the relationship type as "Is Supported By on Competencies Content Type."
- B. Set up the relationship type as "Is Supported By on Goal Content Type."
- C. Set up the relationship type as "Is Supported By on Goal and Competencies Content Type."
- D. Set up the relationship type as "Is Related To on Competencies Content Type."
- E. Set up the relationship type as "Is Related To on Goal and Competencies Content Type."

Correct Answer: C

QUESTION 5

The Human Resources department manager informs the Human Resource Specialist that Employee 1, who is Head of Sales, plays a virtual role in the organization and they must plan for the successors of the employee. What should the Human Resource Specialist do?

- A. Create an Incumbent Succession Plan for Employee 1.
- B. Create a Job Succession Plan for the Head of Sales job.
- C. Create a Job Profile Succession Plan for the Sales job profile.
- D. Create a Job Family Succession Plan for the Sales job family.
- E. Create a Position Succession Plan for the Head of Sales position.

Correct Answer: A