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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

What is the maximum number of section types that you can configure in a performance template to meet the requirements of a semiannual evaluation of a company and what are the section types?

- A. five; goals to rate worker goals, overall summary, worker final feedback, manager final feedback, and profile content to rate worker competencies
- B. four; worker and peer final feedback, manager review, HR review, and profile content to assess career preferences
- C. three; profile content to rate worker competencies, goals to rate worker goals, and rating model for risk and impact of loss
- D. two; rating model for risk and impact of loss, and overall summary to provide the overall rating of the worker or manager
- E. three; HR Specialist final feedback along with rating, overall summary region, and profile content to rate worker's risk of loss
- F. five; profile content to rate worker competencies, goals to rate worker goals, overall summary, worker final feedback, and peer review

Correct Answer: F

QUESTION 2

While defining a Talent Review Template for a customer, you are required to set up a 2? Performance vs. Potential Box Chart.

Which option should be set up in the Talent Review Template?

- A. Map X-axis with a performance rating model with 2 rating levels and map Y-axis with a potential rating model with 3 rating levels.
- B. Map X-axis with a potential rating model with 2 rating levels and map Y-axis with a performance rating model with 3 rating levels.
- C. Map X-axis with a performance rating model with 2 rating categories and map Y-axis with a potential rating model with 3 rating categories.
- D. Map X-axis with a potential rating model with 2 rating categories and map Y-axis with a performance rating model with 3 rating categories.

Correct Answer: A

QUESTION 3

Which statement is true regarding lookup hierarchy level?

- A. Location level supercedes user and affects only the experience of the current user.



- B. It is a best practice to set user-level option values before specifying values at any other level.
- C. User level affects all applications of a product family.
- D. Site level affects all application configuration options for a given implementation.

Correct Answer: A

QUESTION 4

Your client wants managers to create goals that their team members and indirect reports can use as models for their own goals, and to which team members and indirect reports can align. The client also wants managers to maintain and monitor their own goals, as well as those of their direct and indirect reports.

Your client frequently reorganizes the company. At times, managers are switched from one organization (department, division) to another and at other times, managers and their teams are kept intact but the organization information (department ID and name) changes.

At the project team meeting, you present suggestions on the use of performance goals and organization goals. Which option should be included in your list of suggestions?

- A. Managers should predominantly use Organization Goals, and publish those goals.
- B. Managers should predominantly use Performance Goals, and share those goals with direct and indirect reports.
- C. Managers should use a balanced mix of Organization Goals and Performance Goals, and should publish both sets.
- D. Managers should use a balanced mix of Organization Goals and Performance Goals, and should share both sets.
- E. Managers should use a balanced mix of Organization Goals and Performance Goals, and should publish the former and share the latter.

Correct Answer: A

QUESTION 5

During performance evaluation, if changes are made to a worker's goals on the Goal Management pages, how can the changes be reflected in the performance document?

- A. Use the "Update goals and competencies" action on the performance document.
- B. The user must manually check for changes made on the Goal Management pages and update the performance document accordingly.
- C. The changes made on the Goal Management pages are automatically reflected in the performance document.
- D. After the performance document is created, the changes made on the Goal Management pages cannot be synchronized with the performance document and, therefore, must be evaluated outside the system.
- E. A separate performance document must be created to incorporate the changes made on the Goal Management pages.

Correct Answer: C



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