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Exam : **1z0-966**

Title : Oracle Talent Management
Cloud 2017 Implementation
Essentials

Vendor : Oracle

Version : DEMO

NO.1 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 accomplishes these requirements?

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

Answer: B

NO.2 Which are the two guidelines to follow when creating a questionnaire template or questionnaire? (Choose two.)

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

Answer: A,C

NO.3 A Human Resources Manager informs the Human Resources Specialist that an Incumbent Succession Plan needs to be updated.

The Human Resources Specialist is unable to find the Incumbent Succession Plan.

What is the cause of this?

- A.** The Human Resources Specialist is not the owner of the Succession Plan even though the privacy of the plan is Public.
- B.** The Human Resources Specialist is one of the owners of the Succession Plan; however, the data role of the Human Resource Specialist doesn't allow him to search for the employee in person management search.
- C.** The Human Resources Specialist is one of the owners of the Succession Plan; however, the privacy of the plan is Private.
- D.** The Human Resources Specialist is not the owner of the Succession Plan even though the data role of the Human Resource Specialist allows him to search for the employee in person management search.

Answer: B

NO.4 Your customer wants Project Managers to evaluate employees on Competencies but not on Goals when both Goals and Competencies are present in the performance document.

How should you achieve this?

- A.** This could be achieved only by using the Matrix Manager Role; the role could be attached to the Performance template competency section.
- B.** Create a project manager security role with data access restricted to competency profile type.
- C.** Attach a security profile with only competency profile type access to the Matrix manager performance role.
- D.** Create a project manager performance role and attach it to the competency and overall rating section.

Answer: C

NO.5 Which two options are available in the Section Order field on the Create Questionnaire Template Contents page when creating questionnaire template? (Choose two.)

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

Answer: A,B

NO.6 Identify four correct statements about the performance template. (Choose four.)

- A.** In the performance template, you can set default ratings.
- B.** In the performance template, you can select the document type, sections, process flows to use, and any additional content on which to rate workers.
- C.** In the performance template, you can select the roles that can access the performance documents created from the template.
- D.** In the performance template, you can specify the processing rules for the document, and enter the periods for which the performance documents are valid.
- E.** In the performance template, you can edit sections in the template.
- F.** In the performance template, you can set rating distributions.

Answer: B,C,D,E

NO.7 Which three options can be controlled by Performance Roles? (Choose three.)

- A.** Performance document period
- B.** Competency section rating scale
- C.** Competency Section
- D.** Goals section rating scale
- E.** Goals Section
- F.** Questionnaire

Answer: A,E,F