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Oracle Talent Management Cloud 2017 Implementation Essentials

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QUESTION 1

While conducting a talent review meeting the Business Leader felt that the review population in the current meeting is large. Choose four parameters on which the Business Leader can filter the population.

- A. Job
- B. Grade
- C. Position
- D. Location
- E. Competency/Proficiency Level
- F. Age

Correct Answer: ACDF

QUESTION 2

When a manager is terminated, how will you reassign the performance document and the corresponding tasks of his or her reports to the new manager?

- A. The new manager can be made responsible for the tasks associated with the performance document by using the Transfer Performance Document function.
- B. A new performance document has to be created for the report whose manager has been terminated and it has to be assigned to his or her new manager.
- C. The performance documents are automatically reassigned to the report's new manager.
- D. It is not possible to transfer the performance documents to the report's new manager.
- E. The new manager automatically has access to view the performance documents but cannot accomplish tasks associated with it.

Correct Answer: C

QUESTION 3

Identify three setup tasks required to be performed before Fusion Goal Management is launched to manage goals.

- A. Manage worker goal setting lookups.
- B. Manage goal library.
- C. Manage goal management notification.
- D. Mass-assign goals.

E. Manage value sets (if flex fields are deployed for goals).

Correct Answer: ACD

QUESTION 4

Your company's appraisal policy requires that the content of the performance document be added in a collaborative manner.

Implementation requirements include:

Both the worker and the manager are required to rate the worker. Conduct a review meeting for the worker, which the worker must acknowledge. Both the manager and the worker should be able to give their comments on the entire evaluation process.

Workers and managers should start setting goals for the next period.

To meet these requirements, what are the correct tasks and their sequence to be designed in the process flow?

- A. Set next period goals, set goals, first approval, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback
- B. Set goals, first approval, manager evaluation of worker, worker self-evaluation, provide final feedback, second approval, set next period goals
- C. Set goals, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback, set next period goals
- D. Set goals, worker self-evaluation, manager evaluation of worker, share performance document, first approval, confirm review meeting held, provide final feedback
- E. Set goals, manager evaluation of worker, share performance document, confirm review meeting held, provide final feedback
- F. Set goals, worker self-evaluation, manager evaluation of worker, provide final feedback, confirm review meeting held, set next period goals

Correct Answer: D

QUESTION 5

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

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