

# 1Z0-966<sup>Q&As</sup>

Oracle Talent Management Cloud 2017 Implementation Essentials

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### QUESTION 1

Which two statements are true for each type of questionnaire questions?

- A. You may configure specific responses, but you cannot select the presentation method to determine how the response appears.
- B. For the single select question type, the possible responses can be configured only to appear as radio buttons.
- C. For the single select question type, the possible responses can be configured only to appear in a single select choice list.
- D. You may configure specific responses and select the presentation method to determine how the response appears.
- E. For the single select question type, you can specify that the possible responses appear either in a single select choice list or as radio buttons.

Correct Answer: DE

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### QUESTION 2

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

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### QUESTION 3

You are implementing Oracle Performance Management Cloud with the requirements that during performance evaluation, a manager should be able to allocate rewards to direct reports and also be able to promote them. How do you meet these requirements?

- A. Include the Allocate Rewards subtask in the process flow, but handle promotions separately in core HR.
- B. Recommend that the client perform those tasks outside the performance evaluation process in compensation management.

- C. In the performance process flow setup, include the tasks Allocate Rewards and Manage Promotions.
- D. Configure the performance document sections to include rewards and promotions.
- E. Include the Manage Promotions task in the process flow, but handle rewards separately in compensation management.

Correct Answer: C

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#### QUESTION 4

You are implementing Oracle Goal Management for a midsize company.

Your customer wants to add goals from a legacy application. These goals need to be available to all workers, managers, and organization owners.

Identify two ways to satisfy these requirements.

- A. Add goals to a goal plan.
- B. Add goals to the goal library.
- C. Upload goals into the goal library by using an application-generated spreadsheet.
- D. Add the goals as an organizational owner.

Correct Answer: CD

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#### QUESTION 5

Which three statements are true about goal plans?

- A. Goals can be added to a Performance goal plan, which is assigned to an organization.
- B. Goal plans can be used to group goals to track them easily for a specific population and time period.
- C. Goal plans can be used to assign goals to a specific population.
- D. Goals can be assigned to both individuals and an organization by assigning the goal plan to both individuals and an organization.
- E. Goal plans can be used to add goals to goal plans from other sources.

Correct Answer: BCE