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Vendor:Oracle

Exam Code:1Z0-966

Exam Name:Oracle Talent Management Cloud 2017
Implementation Essentials

Version:Demo

QUESTION 1

The Performance document has an approval step right after the Manager Evaluation step in a Performance process flow which also has a Self-Evaluation step. In the same performance, the option of "Evaluation activities can be performed concurrently" is selected.

What happens to the document control when the approval task is triggered and the document approver rejects the approval request?

- A. The control of the document comes to the worker's Line Manager.
- B. The control of the document comes to the worker.
- C. The control of the document is open and whoever opens and saves the document first, the document is locked for that role.
- D. The control of the document remains with the approver until the performance document is shared.

Correct Answer: A

QUESTION 2

After the completion of the performance document, the employee's profile is updated. The HR user wants to be able to identify the source of the ratings that appear in the employee's profile.

Which object helps a user distinguish between the source of the ratings?

- A. Content Section
- B. Content Type
- C. Instance Qualifier
- D. Content Item
- E. Content Library

Correct Answer: B

QUESTION 3

The HR manager is planning for the next goal plan period. She finds that the current goal plan template being used by the organization does not reflect the latest organization-wide changes with respect to goal management.

How could the HR manager incorporate the changes?

- A. Create a new template and edit the goal settings in the new template.
- B. Update the goal-setting options in the current goal plan template.

- C. Update the goal management profile options.
- D. Delete the currently used template and create a new one.
- E. Add a new goal plan period now to the current template and update the goal-setting options.

Correct Answer: C

QUESTION 4

Which is an example of a SMART goal for an HR executive?

- A. Implement policies to reduce corporate insurance expenses by the end of the year.
- B. Revamp the employee training catalog and add 20 new training programs.
- C. Reduce the average time to hire by six days before June 30.
- D. Deploy the new HRIS within the established project financial budget.

Correct Answer: B

QUESTION 5

Which two options are available in the Section Order field on the Create Questionnaire Template Contents page when creating a questionnaire template?

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

Correct Answer: BC

QUESTION 6

One of the workers reporting to you is appearing in the holding area. Identify three possible reasons for the worker to be in the holding area.

- A. The box in which the worker should appear has multiple ratings mapped to it, resulting in the worker being placed in the holding area.
- B. The worker joined the organization after the talent review meeting was scheduled.
- C. The performance rating model that is used to assess the worker's overall performance rating differed from the performance rating model selected on the talent review configuration template.

- D. The worker was not rated before the talent review meeting.
- E. The worker has been placed in the holding area by you during the talent review meeting.

Correct Answer: BCD

QUESTION 7

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 8

Your customer would like to have the Line Manager's Manager approval in a Performance Document. Which setup option should you use for implementing this?

- A. Select the option of Include Second Approval Processing Activity in the Performance template.
- B. Select the option of Include Approval Processing Activity in the Process Flow attached to the Performance template.
- C. Select the option of Include Second Approval Processing Activity in the Process Flow attached to the Performance template.
- D. Set the profile option HRA_PD_AAPR to Y.

Correct Answer: B

QUESTION 9

You are a review participant and there is a need to analyze the impact of changing the performance and potential ratings of a worker reporting to you. Identify two options available on the talent review dashboard that can be used for calibrating performance and potential.

- A. Zoom in
- B. Mobility
- C. Zoom out
- D. Drag-and-drop
- E. Move marker

Correct Answer: BD

QUESTION 10

You have specified the minimum number of participants for each role in the performance template. While creating the performance document, you _____.

- A. cannot add any more participant over and above the minimum number specified for the role
- B. can add only one more participant over and above the minimum number specified for the role
- C. can add only two more participant over and above the minimum number specified for the role
- D. can add more than two more participant over and above the minimum number specified for the role

Correct Answer: D

QUESTION 11

A senior manager with your client wants to see a report that shows how much progress is being made on the goals that support his or her performance goals. How would you satisfy this requirement?

- A. Show the manager how to use the Goal Progress Summary analytic on the My Organization Goals page, avoiding a custom report.
- B. Create a new analytic that shows the goals that are aligned to the manager's performance goals and their status.
- C. Create a new analytic that shows the goals that are aligned to the manager's organization goals and their status.
- D. Show the manager how to use the Goal Alignment Summary analytic on the My Organization Goals page, avoiding a custom report.

Correct Answer: A

QUESTION 12

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