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QUESTION 1

A Human Resources Manager informs the Human Resource Specialist that an Incumbent Succession Plan needs to be updated. The Human Resource Specialist is unable to find the Incumbent Succession Plan. What is the cause of this?

- A. The Human Resource Specialist is not the owner of the Succession Plan even though the privacy of the plan is Public.
- B. The Human Resource 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 Resource Specialist is one of the owners of the Succession Plan; however, the privacy of the plan is Private.
- D. The Human Resource 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.

Correct Answer: B

QUESTION 2

Which statement is true regarding the timing of questionnaire creation?

- A. You must first create the template. You can then edit the configuration settings in the questionnaire that were inherited from the template.
- B. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.
- C. When you create a questionnaire from a template, you cannot edit the configuration settings in the questionnaire that were inherited from the template.
- D. You can create a questionnaire without creating a template first. After the questionnaire is created, you cannot edit the configuration settings in the questionnaire.
- E. You can create a questionnaire with or without creating a template first.

Correct Answer: A

QUESTION 3

A manager has assigned a performance goal "Improve Quality by 20%" to a worker by using the My Direct Goals page. The manager had picked the goal from the goal library. The goal is viewable by the worker on the Performance Goals tab of the My Goals page. The worker has started working towards achieving the goal "Improve Quality by 20%". In the middle of the goal period, when the worker tries to update the status of the goal, the worker finds that he or she is not allowed to update the goal attributes.

What is stopping the worker from updating the goal status?

- A. The worker cannot update the goals assigned by using the My Direct Goals page.



- B. The worker cannot update the performance goal.
- C. The worker cannot update the goals added from the goal library.
- D. The manager has not enabled the flag that allows workers to update goal attributes.
- E. The worker is not allowed to update the goal in the middle of the goal period.

Correct Answer: E

QUESTION 4

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 5

Which three options can be controlled by Performance Roles?

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

Correct Answer: BCF



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