



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

Oracle Talent Management Cloud 2017 Implementation Essentials

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**QUESTION 1**

After a reorganization, how would a manager's organization goals carry to his or her new organization?

- A. The HR Specialist transfers the goals from the manager's old organization to the same manager's new organization.
- B. The HR Specialist transfers the goals from the organization owner under the old organization, to the organization owner under the new organization.
- C. The organization owner transfers the goals from the old Organization ID to the new Organization ID.
- D. The HR Specialist deletes the goals from the old organization and the organization owner adds the goals under the new organization.

Correct Answer: D

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**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

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**QUESTION 3**

Which two statements are true regarding a performance template section?

- A. The Profile Content section can be both rated and weighted.
- B. The Goals section can be weighted but not rated.
- C. The Worker Final Feedback section can be rated and weighted.
- D. The Manager Final Feedback section can be rated and weighted.
- E. The Overall Summary section can be rated but not weighted.



Correct Answer: AD

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#### QUESTION 4

A goal plan is created that includes goals from a previous goal plan. Which two goals are copied to the new goal plan?

- A. Goals with the status Mark for Copy.
- B. Goals with the status Complete.
- C. Goals with the status In Progress.
- D. Goals with the status Not Started.

Correct Answer: CD

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#### QUESTION 5

A manager has several goals and has assigned some of those goals to his or her direct reports. However, when direct reports complete the goal, their profiles are not updated with the competencies associated with the goal as Target Outcomes. What is the possible reason that the competencies were not added to the profiles?

- A. The Target Outcome was added to the goal after the goal was submitted.
- B. The goal was assigned to the direct reports after the Target Outcome was added.
- C. The Target Outcome was added, but the target proficiency was not selected.
- D. Goal Tasks were not associated with the goal.
- E. The Target Outcome was added after the goal was assigned to the direct reports.

Correct Answer: E

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