

QUESTIONS & ANSWERS

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Oracle

1Z0-966

Oracle Talent Management Cloud 2017 Implementation Essentials

QUESTION: 107

A worker wants to generate a group space and collaborate with colleagues on the goal progress. Select two correct actions that the worker can perform.

- A. Link more than one goal to a group space.
- B. Create a group space for goals with the goal access "Viewable to Me Only."
- C. Create a group space for one goal.
- D. Create a group space for goals with the goal access "Viewable to Peers."
- E. Delink the goals from the group space created by others.

Answer: B, D

QUESTION: 108

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, conform 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

Answer: D

QUESTION: 109

After selecting the "Show progress" check box next to the timeline slider, one of the workers is displayed by a single marker. Identify two reasons for the worker not having a pair of markers.

- A. The worker was not included in the previous meeting.
- B. The worker was included in the previous meeting, but was in the holding area.
- C. The worker has not progressed since the previous meeting.
- D. The worker has progressed, but is currently in the holding area.
- E. The worker progress is in a negative direction and, therefore, needs a single marker to highlight the worker.

Answer: B, E

QUESTION: 110

You are the business leader of a talent review meeting. While the meeting is in progress, you are not able to use the timeline slider available below the talent review dashboard. Identify the reason.

- A. Only the facilitator can use this feature.
- B. There is no data from previous meetings available for any of the review population.
- C. The facilitator has not enabled the option to include data from previous meetings.
- D. The business leader has joined the organization only after the previous meetings were completed.
- E. The review participants have not entered data from previous meetings while preparing review data for their workers.

Answer: E

QUESTION: 111

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.

Answer: B

QUESTION: 112

Where do you define the relationship if you want to set up a relationship between Goals Content Type and Competencies Content Type?

- A. Set up the relationship type as "Is Supported By on Competencies Content Type."
- B. Set up the relationship type as "Is Supported By on Goal Content Type."

- C. Set up the relationship type as "Is Supported By on Goal and Competencies Content Type."
- D. Set up the relationship type as "Is Related To on Competencies Content Type."
- E. Set up the relationship type as "Is Related To on Goal and Competencies Content Type."

Answer: C

QUESTION: 113

The goal plan template is the basis for the generation of goal plans for HR specialists. Select four correct actions that an HR specialist can perform with respect to goal plan templates.

- A. Create goal plan templates.
- B. Duplicate the goal plan templates.
- C. Select goals to include in the template.
- D. Change template status to "inactive."
- E. Select population for the goal plan template.
- F. Delete the templates that were never used.
- G. Rename templates.

Answer: B, D, E, F

QUESTION: 114

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.

Answer: A



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