Oracle 1Z0-966 Exam

Volume: 114 Questions

Question No: 1
Which two statements regarding candidate readiness are true?

A. Candidates can have different readiness level ratings for each plan on which they are candidates.

B. You can select the candidate readiness so that it displays on the succession plan and in the analytics to compare candidates.

C. Readiness is specific to each succession planned feeds the readiness on the worker profile.

D. The readiness level for succession plans is the same as the Advancement Readiness selection on the Career Planning portrait card.

Answer: A,B

Question No: 2
You need to mass-assign goals that exist in the goal library. The requirements are as follows:
- Performance goals Al, A2, and A3 should be assigned to Manager l's direct reports.
- Development goals Bl, 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 Al, A2, and A3 and Bl, B2, and B3 withdirect reports, respectively.

B. The organization owner should add goals Al, A2, A3, Bl, 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 Al, A2, and A3 and Manager 2 adds goals Bl, B2, and B3 to their direct reports' performance documents.

Answer: D

Question No: 3
Your client has 10 different vice-president jobs that are expected to have a high turnover rate.

The client informs you that these jobs have identical or nearly identical skill sets. You are tasked with creating a succession plan, which has maximum plan strength.
Which two tasks should be carried out to fulfill your client's requirements?

A. Select and add a limited number of internal candidates.

B. Use the Job or Position plan type.

C. Use the Incumbent plan type.

D. Select and add a large number of candidates.

Answer: A,B

Question No: 4
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.

Answer: A

Question No: 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

Answer: B,C,F

Question No: 6
As an HR specialist, you want to mass-assign goals to workers. While assigning the goals, you selected a goal plan but did not select a goal plan period. Choose the correct option that holds true for the goal plan period in this scenario.

A. The organization owner of the respective worker assigns a goal plan period based on the individual organization goal plan period.

B. The HR specialist who assigned the goal plan either sends notification to workers about the goal plan period or manually populates the plan period based on the expected goal completion date.

C. The workers populate the plan period for the goal plan based on the expected goal's target completion date.

D. The system determines and auto-populates appropriate goal plan and sub-period based on the goal's target date.

Answer: B

Question No: 7
Identify four correct statements that describe the Performance Template.

A. In theperformance template, you cannot specify static content, such as competencies and goals.

B. In the performance template, you cannot edit sections in the template.

C. In the performance template, you can edit sections in the template.

D. In the performancetemplate, you can select the document type, sections, process flows to use, and any additional content on which to rate workers.

E. In the performance template, you can specify the processing rules for the document, and enter the periods for which the performance documents are valid.

F. In the performance template, you can select the roles that can access the performance documents created from the template.

Answer: C,D,E,F

Question No: 8
A specific goal from the goal library is added by a worker. Later, the HR specialist changes the status of the goal in the goal library to "Inactive". How does the system behave when the goal status is saved?

A. It successfully saves the status without affecting the worker's goals and the goal is prevented from future copying.

B. It throws an error saying "Goal is already in use".

C. It deletes the goalfrom the worker's goals and successfully saves the status.

D. It throws an error saying "Insufficient Privileges".

E. It completely deletes the goal from the system.

Answer: C

Question No: 9
An employee transfers from the US Sales department to the Hong Kong Sales department midway through the period covered by the US Sales Annual Evaluation performance document. The HR specialist has run the batch eligibility process for the last time after the employee transferred, making him ineligible to use the US Sales Annual Evaluation performance document. However, the organization process requires that the employee be evaluated using performance documents for both his old and new locations.
The HR specialist navigates to the Manage Worker Eligibility page, and selects the employee. Then the HR specialist clicks the Change Eligibility button, selects the US Sales Annual Evaluation performance documents, and specifies to force it eligible.
Which statement is correct about the ability of the employee and his manager to perform evaluation?

A. Since the employee no longer meets the eligibility criteria, only the new manager can access the performance document to perform the evaluation.

B. Even though the employee no longer meets the eligibility criteria, he and his new manager can still access the performance document to perform the evaluation.

C. Since the employee no longer meets the eligibility criteria, the employee and his manager are not able to conduct performance evaluation in his new location.

D. The employee and his manager can access the performance document to perform evaluation only in a new location.

Answer: A

Question No: 10
Your customer requires a Mid-Year review and Annual Review for the current business process to work in Oracle Performance Management Cloud. They have a Self-Evaluation step in both the performance templates but they would like to notify the employee's manager about the completion of the Self-Evaluation step only in the Annual Review Document to reduce the mail traffic.
Which statement is correct about implementing this requirement?

A. This notification cannot be controlled at the performance template level and once turned on will fire for the step for all the Performance templates.

B. The Activity Name for Manager Role will be left bank for the Mid-Year review process flow.

C. The Notify Manager check box will be deselected in the Mid-Year review template and will be selected for the Annual review template.

D. The Notify Manager check box will be not selected in the Overall Summary section in the Mid-Year review template and this will be selected for the Annual review template.

Answer: B

Question No: 11
The Department Manager has created an organization goal "Improve Organization Sales". The goal is assigned to all the workers who fall under the organization hierarchy. The goal-setting process is competed across the organization. At the midpoint of the goal period, the Department Manager would like to know ifthe workers in his or her organization are achieving the goals that are aligned to the organization's goal "Improve Organization Sales".
How can the manager see the desired information?

A. Create a new dashboard report on the My Goals page.

B. Create a new dashboard report on the Organization Goals page.

C. View the Goal Alignment Summary report.

D. View the Goal Progress Summary report.

E. View either the Goal Alignment Summary report or the Goal Progress Summary report.

Answer: D

Question No: 12
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 thesingle 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 selectquestion type, you can specify that the possible responses appear either in a single select choice list or as radio buttons.

Answer: D,E

Question No: 13
Which functionality in Talent Management enables an HR specialist to select an individual based on a specific list of requirements?

A. Best-Fit Analysis

B. Profile Search

C. Profile Comparison

D. Person Portrait

Answer: A

Question No: 14
Your customer has enabled the notification Participant Feedback - Worker deletes participant. One of the workers has an open performance document and requested a Participant Feedback. In the middle of the performance cycle the worker had a Line manager change, but the worker's performance document owner remained the old manager. The worker deletes a feedback participant since the feedback was no longer required by the previous co-worker.
Which two will be receiving a notification for this action?

A. Feedback Participant

B. Old Line Manager

C. Worker

D. Current Line Manager

E. HR Specialist

Answer: A,D

Question No: 15
Which two statements are true regarding succession plan strength?

A. It is a non-calculated description of succession plans that is determined by the number of candidates in the plan and their risk of loss.

B. It is a non-calculated description of succession plans that is determined by the number of candidates in the plan and their readiness.

C. It can be manually overridden.

D. It is also known as plan bench strength.

Answer: B,D

Question No: 16
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

Answer: B,C

Question No: 17
What happens when you publish a goal?

A. It is added to the competency library.

B. It is available to workers in the Organization Goals area of the My Goals page.

C. It is added to the goal library for users to select.

D. It is available to workers in theShared Goals area of the My Goals page.

Answer: B

Question No: 18
Which two worker information areas can be evaluated in a performance document?

A. Performance Goals

B. Career Preferences

C. Job Competencies

D. Development Goals

Answer: A,C

Question No: 19
How do you compare a worker's performance and potential ratings from one of the previous

meetings with his or her performance and potential ratings for the current year during a talent review meeting?

A. A comparison can be done only between different workers and not between workers' records across different time spans.

B. Use the Snow Progress feature in conjunction with the timeline slider.

C. Use the Move Marker functionality.

D. Use the Zoom functionality of the talent review dashboard.

E. Select the worker, click the Window details button, and then click the Compare tab.

Answer: D

Question No: 20
A Human Resources Specialist is required to create a Talent Review Meeting for all the Sales Consultants in the Regional Sales Department. While creating the meeting, the Human Resource Specialist is unable to add Succession Plan to the meeting. What could be the two reasons for this?

A. The Workers part of the Review Population of the meeting does not have any Succession Plans defined.

B. Talent Review Template selected for the meeting does not have Include Succession Plans enabled.

C. The Workers part of the Review Population of the meeting is not part of any Succession Plans.

D. The Business Facilitator of the Talent Review Meeting is not an owner of any Succession Plans.

E. The Human Resource Specialist creating the Talent Review Meeting does not own any Succession Plans.

Answer: A,D

Question No: 21
Which two options are available in the Page Layout field on the Create Questionnaire Template Contents page when creating a questionnaire template?

A. 4 column

B. 2 column

C. 1 column

D. 3 column

E. 5 column

Answer: A,C

Question No: 22
Goal Management enables you to print worker goals. What are the two provided output formats?

A. dat

B. pdf

C. html

D. doc

E. xis

F. rtf

Answer: B,C

Question No: 23
Which three actions must be completed before a worker can associate a goal to a goal plan, including a weight?

A. The goal plan must be assigned to the worker's department.

B. The goal must have the same Start Date as the goal plan.

C. The worker must select the goal plan when creating the goal.

D. The worker must select the goal from the goal library.