

QUESTIONS & ANSWERS

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Oracle

1Z0-331

Oracle Talent Management Cloud 2016 Implementation Essentials

- A. Goals can be added to a Performance goal plan, which is assigned to an organization.
- B. Goal plans can be used to group goals to track them easily for a specific population and time period.
- C. Goal plans can be used to assign goals to a specific population.
- D. Goals can be assigned to both individuals and an organization by assigning the goal plan to both individuals and an organization.
- E. Goal plans can be used to add goals to goal plans from other sources.

Answer: B, C, E

QUESTION: 64

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.

Answer: A, D

QUESTION: 65

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.

Answer: E

QUESTION: 66

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.

Answer: C

QUESTION: 67

You are a manager in a financial firm and have a new person report to you. The person is new to Oracle HCM Cloud and Person Gallery. He or she comes to you for help in understanding the difference between a suggestion list and an interest list. Which option would be a good explanation for the difference between the two and help him or her in managing the lists?

- A. A suggestion list is a manually created list of jobs by the manager for an employee, whereas an interest list is a list of jobs or positions created by an employee, which he or she would like to pursue.
- B. A suggestion list is a manually created list of jobs by the manager for an employee, whereas an interest list is a list of jobs or positions created automatically for an employee based on the competencies, skills, and qualifications match on his or her profile.
- C. A suggestion list is an automatically created list of jobs for an employee based on the competencies, skills, and qualifications match on his or her profile, whereas an interest list is a list of jobs or positions created by the manager for an employee based on employee performance and interests.
- D. A suggestion list is automatically generated when an employee views his or her career planning card and consists of suitable jobs or position profiles based on how well an employee's competencies, skills, and qualifications match with those of the job or position profile. An interest list is manually created by an employee by browsing profiles of jobs and positions that he or she might like to pursue and adding them to the list.
- E. A suggestion list is a manually created list of jobs by the employee himself or herself for his or her peers. An interest list is automatically created for the employee based on his or her qualification, skills, and competencies.

Answer: D

QUESTION: 68

The Human Resources department manager informs the Human Resource Specialist that

Employee 1, who is Head of Sales, plays a virtual role in the organization and they must plan for the successors of the employee. What should the Human Resource Specialist do?

- A. Create an Incumbent Succession Plan for Employee 1.
- B. Create a Job Succession Plan for the Head of Sales job.
- C. Create a Job Profile Succession Plan for the Sales job profile.
- D. Create a Job Family Succession Plan for the Sales job family.
- E. Create a Position Succession Plan for the Head of Sales position.

Answer: A

QUESTION: 69

What are two reasons an employee cannot access a goal from the goal library while adding a goal?

- A. The goal is not with Active status in the goal library.
- B. Goal created in the library is outside the Start Date and Target Completion Date.
- C. Goal Library profile option is not enabled.
- D. Goal Library is not available to the employee.
- E. Goal plan assigned to the employee is not part of the current review period.

Answer: A, B

QUESTION: 70

What can you use Questionnaires for before a Talent Review meeting?

- A. to view and track development goals of workers outside of your direct reporting line
- B. to assign qualitative or quantitative measurements to assess the level of success of achieving a goal
- C. to assign Development Goals to workers in your direct reporting line
- D. to calculate the worker potential rating during the content preparation stage

Answer: D

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