

ISLEVER

1Z0-331

Oracle Talent Management Cloud 2016
Implementation Essentials

DEMO

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QUESTION 1

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: BD

QUESTION 2

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: BC

QUESTION 3

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 the Shared Goals area of the My Goals page.

Answer: B

QUESTION 4

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: AC

QUESTION 5

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 6

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: AD

QUESTION 7

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: AC

QUESTION 8

Goal Management enables you to print worker goals. What are the two provided output formats?

- A. dat
- B. pdf
- C. html
- D. doc