



Oracle

1Z0-331 Exam

Oracle Talent Management Cloud 2016 Implementation Essentials Exam

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Version:8.0

Question: 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 plan and 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: 2

You need to mass-assign goals that exist in the goal library. The requirements are as follows:

- Performance goals A1, A2, and A3 should be assigned to Manager 1's direct reports.
- Development goals B1, 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 A1, A2, and A3 and B1, B2, and B3 with direct reports, respectively.
- B. The organization owner should add goals A1, A2, A3, B1, 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 A1, A2, and A3 and Manager 2 adds goals B1, B2, and B3 to their direct reports' performance documents.

Answer: D

Question: 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: 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: 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: 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

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