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**Exam** : **1Z0-331**

**Title** : Oracle Talent Management  
Cloud 2016 Implementation  
Essentials

**Vendor** : Oracle

**Version** : DEMO

NO.1 Which three statements are true about the Notes added in the Talent Review Meeting?

- A. Reviewers can see all notes created for the meeting for their direct and indirect reports.
- B. Facilitators create and manage notes on the Talent Review dashboard.
- C. Business Leaders create and manage notes on the Talent Review dashboard.
- D. Reviewers create and manage notes for their direct and indirect reports on the Prepare Review Content page.

**Answer:** A,B,D

NO.2 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

NO.3 You are implementing Oracle Goal Management for a midsize company.

Your customer wants to add goals from a legacy application. These goals need to be available to all workers, managers, and organization owners.

Identify two ways to satisfy these requirements.

- A. Add goals to a goal plan.
- B. Add goals to the goal library.
- C. Upload goals into the goal library by using an application-generated spreadsheet.
- D. Add the goals as an organizational owner.

**Answer:** C,D

NO.4 The Department Manager has created and published an organization goal "Improve Organization

Performance". The goal-setting process is completed across the organization. At the end of the goalsetting process, the Department Manager wants to know how many workers in his or her organization have set goals to "Improve Organization Performance".

How can the Department Manager see the desired information?

- A. View either the Goal Alignment Summary report or the Goal Progress Summary report.
- B. View the Goal Progress Summary report.
- C. Create a new dashboard report on the Organization Goals page.
- D. Create a new dashboard report on the My Goals page.
- E. View the Goal Alignment Summary report.

**Answer:** E

NO.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

NO.6 While defining a Talent Review Template for a customer, you are required to set up a 2x3 Performance vs. Potential Box Chart.

Which option should be set up in the Talent Review Template?

- A. Map X-axis with a performance rating model with 2 rating levels and map Y-axis with a potential rating model with 3 rating levels.
- B. Map X-axis with a potential rating model with 2 rating levels and map Y-axis with a performance rating model with 3 rating levels.
- C. Map X-axis with a performance rating model with 2 rating categories and map Y-axis with a potential rating model with 3 rating categories.
- D. Map X-axis with a potential rating model with 2 rating categories and map Y-axis with a performance rating model with 3 rating categories.

**Answer:** A