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問題集

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

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

**Version** : Demo

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

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

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