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**Vendor:**Oracle

**Exam Code:**1Z0-1052-20

**Exam Name:**Oracle Talent Management Cloud 2020  
Implementation Essentials

**Version:**Demo

### QUESTION 1

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. Use the Job or Position plan type.
- B. Use the Incumbent plan type.
- C. Select and add a limited number of internal candidates.
- D. Select and add a large number of candidates.

Correct Answer: AC

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### QUESTION 2

Your organization may require an annual performance evaluation that includes any or all of the sections. Which four section types are valid for performance document template sections?

- A. Manager only Questionnaire
- B. Profile Content to rate worker competencies
- C. Manager Final Feedback
- D. Worker Final Feedback
- E. Goals to rate worker goals

Correct Answer: BCDE

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### QUESTION 3

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

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

Correct Answer: BD

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#### QUESTION 4

A specific goal from the goal library is added by a worker. Later, the HR specialist changes the status of the goal in the goal library to "Inactive". How does the system behave when the goal status is saved?

- A. It successfully saves the status without affecting the worker's goals and the goal is prevented from future copying.
- B. It throws an error saying "Insufficient Privileges".
- C. It deletes the goal from the worker's goals and successfully saves the status.
- D. It completely deletes the goal from the system.
- E. It throws an error saying "Goal is already in use."

Correct Answer: C

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#### QUESTION 5

Where do reviewers create and manage notes for their direct and indirect reports for a Talent Review Meeting?

- A. Prepare Review Content page
- B. Talent Review Dashboard
- C. Show Details dialog box
- D. Manage Notes and Tasks page

Correct Answer: A

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#### QUESTION 6

The Privacy setting controls access to the questionnaire or template. Select two statements that are true.

- A. Private: Only the owner and line managers can edit the questionnaire or template.
- B. Private: Only the owner can edit the questionnaire or template.
- C. Public: Anyone with permission to access the questionnaire or template can edit it.
- D. Public: Anyone with or without permission to access the questionnaire or template can edit it.
- E. Private: Only the owner and HR administrator can edit the questionnaire or template.

Correct Answer: BC

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#### QUESTION 7

When exploring roles that may be of interest to you, other than manually searching for a role, which two categories are available on the Explore Roles tile?

- A. Best Matches
- B. Departmental Roles
- C. Recommended Roles from Manager and HR Specialist
- D. Recommendations from Peers

Correct Answer: AB

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### QUESTION 8

While conducting a Talent Review Meeting for an organization, the Facilitator is unable to move the workers from one box to another box within the box chart. What setting should be updated to enable the

Facilitator to move employees in the 9-box or at what stage is it enabled?

- A. The Facilitator should update the Meeting Date to a past date (date earlier than the system date).
- B. The Facilitator should update the Data Submission deadline to a past date (date earlier than the system date).
- C. The Facilitator should conduct the meeting only after all the Review Participants have submitted the Review Content Data.
- D. The Facilitator should update the Status of the meeting to In Progress if the Meeting Date is scheduled on a future date.

Correct Answer: C

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### QUESTION 9

What is the maximum number of section types that you can configure in a performance template to meet the requirements of a semiannual evaluation of a company and what are the section types?

- A. two; rating model for risk and impact of loss, and overall summary to provide the overall rating of the worker or manager
- B. three; profile content to rate worker competencies, goals to rate worker goals, and rating model for risk and impact of loss
- C. five; goals to rate worker goals, overall summary, worker final feedback, manager final feedback, and profile content to rate worker competencies
- D. five; profile content to rate worker competencies, goals to rate worker goals, overall summary, worker final feedback, and peer review
- E. three; HR Specialist final feedback along with rating, overall summary region, and profile content to rate workers\' risk of loss
- F. four; worker and peer final feedback, manager review, HR review, and profile content to assess career preferences

Correct Answer: D

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### QUESTION 10

After the performance document status is marked complete and goals are updated in Goal Management, can further changes be made to the goals in the performance document, either directly or through Goal Management?

- A. Goals can be updated in the performance document by using Goal Management, but only by the manager.
- B. Goals can be updated in the performance document by using Goal Management, but only by the worker.
- C. Goals can be updated in the performance document by both the manager and the worker by using Goal Management only.
- D. Goals can be updated in the performance document by both the manager and the worker.
- E. Goals cannot be updated in the performance document by the manager or the worker.

Correct Answer: B

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### QUESTION 11

A Human Resources Manager informs the Human Resource Specialist that an Incumbent Succession Plan needs to be updated. The Human Resource Specialist is unable to find the Incumbent Succession Plan. What is the cause of this?

- A. The Human Resource Specialist is not the owner of the Succession Plan even though the data role of the Human Resource Specialist allows him to search for the employee in the person management search.
- B. The Human Resource Specialist is one of the owners of the Succession Plan; however, the privacy of the plan is Private.
- C. The Human Resource Specialist is one of the owners of the Succession Plan; however, the data role of the Human Resource Specialist doesn't allow him to search for the employee in person management search.
- D. The Human Resource Specialist is not the owner of the Succession Plan even though the privacy of the plan is Public.

Correct Answer: C

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### QUESTION 12

You have a requirement in your company to set up model talent profiles for various jobs and positions in your organization's hierarchy.

Which profile type template will suit your requirement?

- A. Document the requirements and create a model person profile, job profile, and position profile.
- B. Document the requirements and create a model profile which can be used only for positions.
- C. Document an incumbent's talent and create a model person profile and use it for either the job or the position that you want to create.

D. Document the requirements and create a model profile, which can be used only for jobs.

E. Document the requirements and create a model profile, which can be used for both jobs and positions.

Correct Answer: E