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Vendor:Oracle

Exam Code:1Z0-1052

Exam Name:Oracle Talent Management Cloud 2019
Implementation Essentials

Version:Demo

QUESTION 1

If all tasks and subtasks are included in the Performance flow, except the Set Goals task, can the competencies and goals be added for a worker in his or her performance document?

- A. Yes. Goals and competencies can be added in the worker self-evaluation task only.
- B. Yes. Goals and competencies can be added in the manager evaluation of worker tasks only.
- C. Yes. Only competencies can be added in the manager evaluation of worker tasks.
- D. No. Without the Set Goals task, goals and competencies cannot be added in the performance document.
- E. Yes. Goals and competencies can be added in either the worker self-evaluation or the manager evaluation of worker tasks.
- F. Yes. Only goals can be added in the worker self-evaluation task.

Correct Answer: D

QUESTION 2

Which two statements are true about organization goals?

- A. They can be shared with people in the organization and with those outside the organization.
- B. Another organization's leader can align their organization goal to that of a different leader's organization goal.
- C. They can be transferred from one organization owner to another.
- D. They can be seen by anyone in the organization after being published.
- E. They can be seen by anyone in the enterprise.

Correct Answer: AC

QUESTION 3

In a performance evaluation, which three options can be accessed by Performance Roles?

- A. Performance document period
- B. Competency section rating scale
- C. Competency Section
- D. Goals section rating scale
- E. Questionnaire
- F. Goals Section

Correct Answer: AEF

QUESTION 4

Which two worker information areas can be evaluated in a performance document?

- A. Qualifications
- B. Development Goals
- C. Performance Goals
- D. Languages
- E. Competencies

Correct Answer: CE

QUESTION 5

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 accomplishes 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.

Correct Answer: D

QUESTION 6

An organization owner creates an organization goal and publishes the goal, while assigning the goal to specific individuals in the organization. Which three statements are true about workers and their goals in the organization?

- A. Workers who create their own goals from the published goal can delete the goal.
- B. Workers can cancel the goal before they start working on it.
- C. Workers who are assigned the goal can delete the goal.

- D. Worker goals created from the published goal are automatically aligned to the published goal.
- E. If the organization owner deletes the goal, the corresponding worker goals will be deleted.
- F. Workers can remove the alignment to the organization goal.

Correct Answer: CDF

QUESTION 7

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

QUESTION 8

Which statement is true regarding the order of the creation of questionnaires?

- A. You can create a questionnaire with or without creating a template first.
- B. When you create a questionnaire from a template, you cannot edit the configuration settings in the questionnaire that were inherited from the template.
- C. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.
- D. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.
- E. You must first create the template. You can then edit the configuration settings in the questionnaire that were inherited from the template.

Correct Answer: E

QUESTION 9

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

QUESTION 10

The Human Resources department manager informs the Human Resource Specialist that Employee 1, who is Head of Sales, plays a vital role in the organization and they must plan for the successors of the employee. What should the Human Resource Specialist do?

- A. Create an Incumbent Succession Plan for Employee 1.
- B. Create a Job Succession Plan for the Head of Sales job.
- C. Create a Position Succession Plan for the Head of Sales position.
- D. Create a Job Profile Succession Plan for the Sales job profile.
- E. Create a Job Family Succession Plan for the Sales job family.

Correct Answer: A

QUESTION 11

One of the workers reporting to you is appearing in the holding area. Which three are possible reasons for the worker to be in the holding area?

- A. The worker was not rated before the talent review meeting.
- B. The worker has been placed in the holding area by you during the talent review meeting.
- C. The box in which the worker should appear has multiple ratings mapped to it, resulting in the worker being placed in the holding area.
- D. The performance rating model that is used to assess the worker's overall performance rating differed from the performance rating model selected on the talent review configuration template.
- E. The Skills and Qualifications of the Employee's profile are incomplete.

Correct Answer: ACD

QUESTION 12

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