1Z0-1052-20^{Q&As}

Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

Your company\\'s appraisal policy requires that the content of the performance document be added in a

collaborative manner.

Implementation requirements include:

Both the worker and the manager are required to rate the worker. Conduct a review meeting for the

worker, which the worker must acknowledge. Both the manager and the worker should be able to give

their comments on the entire evaluation process.

Workers and managers should start setting goals for the next period. To meet these requirements, what

are the correct tasks and their sequence to be designed in the process flow?

A. Set goals, worker self-evaluation, manager evaluation of worker, confirm review meeting held, set next period goals.

B. Set goals, worker self-evaluation, manager evaluation of worker, share performance document, first approval, confirm review meeting held, provide final feedback.

C. Set goals, first approval, manager evaluation of worker, worker self-evaluation, provide final feedback, second approval, set next period goals.

D. Set goals, manager evaluation of worker, share performance document, confirm review meeting held, provide final feedback.

E. Set next period goals, set goals, first approval, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback.

F. Set goals, worker self-evaluation, manager evaluation of worker, provide final feedback, confirm review meeting held, set next period goals.

Correct Answer: B

QUESTION 2

Which are two of guidelines to follow when creating a questionnaire template or questionnaire?

A. Determine the intended participant for the questionnaire ?Is the questionnaire for a widespread audience or specific group?

B. A questionnaire can be created without a template.

C. Format basic information ?Make it easier to categorize and control access.

D. Make sure that the questionnaire template is fully configured because questionnaires created based on a template cannot override template settings.

Correct Answer: CD

QUESTION 3

Identify four correct statements about the performance template.

A. In the performance template, you can specify the processing rules for the document, and enter the periods for which the performance documents are valid.

B. In the performance template, you can edit sections in the template.

C. In the performance template, you can select the roles that can access the performance documents created from the template.

D. In the performance template, you can set rating distributions.

E. In the performance template, you can set default ratings.

F. In the performance template, you can select the document type, sections, process flows to use, and any additional content on which to rate workers.

Correct Answer: ABCF

QUESTION 4

Which two types of goals can be included in a Performance Document for review?

A. Development Goals

B. Organization Goals

C. Performance Improvement Goals

D. Performance Goals

Correct Answer: AD

QUESTION 5

When a descriptive flexfield is deployed for a goal template, which will that flexfield will be visible for?

A. None of the above

B. Existing goals using that goal template

C. New goals that are created from that moment on, using that template

D. All goals previously created using that template along with goals created going forward using that template

Correct Answer: D

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