

# 1Z0-1052-20<sup>Q&As</sup>

Oracle Talent Management Cloud 2020 Implementation Essentials

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### QUESTION 1

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 2

Which statement is correct regarding eligibility profiles in the performance evaluation module?

- A. They must be marked as required on the general and document periods tabs of the evaluation to ensure that employees receive the evaluation.
- B. They are used to determine which audience receives which questionnaire.
- C. They are the sole determining factor in how employees receive access to performance evaluations.
- D. They can be on the general tab and/or the document periods tab however at least one of the profiles must match the review period on the performance evaluation.

Correct Answer: A

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### QUESTION 3

The HR manager is planning for the next goal plan period. She finds that the current goal plan template being used by the organization does not reflect the latest organization-wide changes with respect to goal management.

How should the HR manager incorporate the changes?

- A. Update the goal-setting options in the current goal plan template.
- B. Add a new goal plan period row to the current template and update the goal-setting options.
- C. Update the goal management profile options.
- D. Create a new template and edit the goal settings in the new template.
- E. Delete the currently used template and create a new one.

Correct Answer: C

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#### QUESTION 4

Which two statements are true for each type of questionnaire questions?

- A. For the single select question type, the possible responses can be configured only to appear in a single select choice list.
- B. For the single select question type, you can specify that the possible responses appear either in a single select choice list or as radio buttons.
- C. You may configure specific responses and select the presentation method to determine how the response appears.
- D. You may configure specific responses, but you cannot select the presentation method to determine how the response appears.
- E. For the single select question type, the possible responses can be configured only to appear as radio buttons.

Correct Answer: BC

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#### QUESTION 5

An HR specialist recently created a performance goal plan for his or her organization. Two new hires have joined the organization after the existing goal plan was created and assigned. Employee 1 is required to have all the goals in the existing goal plan. Employee 2 needs goals A1 and A2 in addition to the goals in the existing goal plan. Goals A1 and A2 need to be added to the goal library. Which statement addresses these requirements?

- A. The HR specialist can assign Employee 1 to the existing goal plan, create a new goal plan with goals (A1 and A2) from the goal library, and then assign the new goal plan to Employee 2.
- B. The HR specialist can create a new goal plan with goals from the existing goal plan, add goals A1 and A2 from the goal library, and assign them to both the new hires.
- C. The HR specialist can add the eligibility criteria to new goals (A1 and A2) within the goal plan and assign both the new hires to the existing goal plan.
- D. The HR specialist can add goals A1 and A2 to the goal library, add those goals to the existing goal plan, and then add both the new hires to the goal plan.

Correct Answer: B

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