

# 1Z0-1052-22<sup>Q&As</sup>

Oracle Talent Management Cloud 2022 Implementation Professional

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**QUESTION 1**

What should a manager do if he has assigned an organization goal to his direct reports, but intends to change the target completion date of Goals for the direct reports?

- A. Sign in as the manager, go to Navigator/About me/ Goals/ My Worker Goals. Select the goal assigned by him and click Edit. Change the target completion date and click Submit.
- B. Manage cannot change the Target completion date of the assigned organizational Goal.
- C. Sign in as the manager, go to Navigator/ About me/ Goals/ My Organization Goals. Select the goal created by him and click Edit. Change the target completion date and click Submit.
- D. Sign in as the manager, go to Navigator/ About me/ Goals/ My Organization Goals. Delete the assigned goal and select a new goal created by him with the new target completion date and assign the newly created goal.

Correct Answer: A

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**QUESTION 2**

Which two actions must be completed before an employee can add a goal to their goal plan?

- A. Weighting must be enabled in the goal plan.
- B. The goal plan must include the worker's goal.
- C. The employee must have a goal plan assigned to them.
- D. The worker must select the goal from the goal library.
- E. The worker must select the goal plan when creating the goal.

Correct Answer: AB

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**QUESTION 3**

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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**QUESTION 4**

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 5

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

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