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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

When a manager is terminated, how will you reassign the performance document and the corresponding tasks of his or her reports to the new manager?

- A. The new manager can be made responsible for the tasks associated with the performance document by using the Transfer Performance Document function.
- B. A new performance document has to be created for the report whose manager has been terminated and it has to be assigned to his or her new manager.
- C. The performance documents are automatically reassigned to the report's new manager.
- D. The worker must reassign the new manager to their performance document.
- E. New managers can assign tasks in the performance document to themselves.

Correct Answer: C

QUESTION 3

Which statement is true about selecting Job and Position information for the talent pool?

- A. Job and Department fields are populated and disabled when Position is selected first.
- B. Job Family and Job Profile are enabled when Position is selected first.
- C. The Grade field is disabled.
- D. Additional fields are restricted when Department is selected first.

Correct Answer: C

QUESTION 4

You are the IT analyst who has just been handed over a list of Content Types to be set up Person Profile as a free form. You take a look at the requirements and realize that there are system limitations around a few of the Content Types in the given requirements and you would need to communicate the same back to the business group. Identify the non-free-form Content Types in the requirements.

- A. Honors and Awards, Memberships, Licenses
- B. Accomplishments, Degrees, Languages
- C. Potential, Risk of Loss, Career Preferences
- D. Languages, Accomplishments, Potential
- E. Potential, Career Preferences, Degrees

Correct Answer: C

QUESTION 5

What can you use Questionnaires for before a Talent Review meeting?

- A. to view and track development goals of workers outside of your direct reporting line
- B. to assign Development Goals to workers in your direct reporting line
- C. to calculate the worker potential rating during the content preparation stage
- D. to assign qualitative or quantitative measurements to assess the level of success of achieving a goal

Correct Answer: C

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