

1Z0-1052-22^{Q&As}

Oracle Talent Management Cloud 2022 Implementation Professional

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QUESTION 1

After the performance document status is marked complete and goals are updated in Goal Management, can further changes be made to the goals in the performance document, either directly or through Goal Management?

- A. Goals can be updated in the performance document by using Goal Management, but only by the manager.
- B. Goals can be updated in the performance document by using Goal Management, but only by the worker.
- C. Goals can be updated in the performance document by both the manager and the worker by using Goal Management only.
- D. Goals can be updated in the performance document by both the manager and the worker.
- E. Goals cannot be updated in the performance document by the manager or the worker.

Correct Answer: B

QUESTION 2

What is the maximum number of section types that you can configure in a performance template to meet the requirements of a semiannual evaluation of a company and what are the section types?

- A. two; rating model for risk and impact of loss, and overall summary to provide the overall rating of the worker or manager
- B. three; profile content to rate worker competencies, goals to rate worker goals, and rating model for risk and impact of loss
- C. five; goals to rate worker goals, overall summary, worker final feedback, manager final feedback, and profile content to rate worker competencies
- D. five; profile content to rate worker competencies, goals to rate worker goals, overall summary, worker final feedback, and peer review
- E. three; HR Specialist final feedback along with rating, overall summary region, and profile content to rate workers\' risk of loss
- F. four; worker and peer final feedback, manager review, HR review, and profile content to assess career preferences

Correct Answer: D

QUESTION 3

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

QUESTION 4

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 5

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 6

Identify two correct statements for Goal Plan setup.

A. Long-term goals can only be created within long-term goal plans and cannot exist across goal plans.

B. The review period attached to a Goal Plan restricts the user from creating long-term goals.

C. The start and end dates of a Goal Plan have to be within the review period.

D. Goal Plan dates are defaulted from review period dates.

E. The performance document attached to a Goal Plan decides the Goal Plan inclusion in a performance document.

Correct Answer: CE

QUESTION 7

Which three statements are true about the Notes added in the Talent Review Meeting?

A. Business Leaders create and manage notes on the Talent Review dashboard.

B. Reviewers can see all notes created for the meeting for their direct and indirect reports.

C. Reviewers create and manage notes for their direct and indirect reports on the Prepare Review Content page.

D. Facilitators create and manage notes on the Talent Review dashboard.

Correct Answer: BCD

QUESTION 8

You have specified the minimum number of participants for each role in the performance template. Which statement is correct regarding creating the performance document?

A. You cannot add any more participants over and above the minimum number specified for the role.

- B. You can add only two more participants over and above the minimum number specified for the role.
- C. You can add more participants over and above the minimum number specified for the role.
- D. You can add only one more participant over and above the minimum number specified for the role.

Correct Answer: C

QUESTION 9

When exploring roles that may be of interest to you, other than manually searching for a role, which two categories are available on the Explore Roles tile?

- A. Best Matches
- B. Departmental Roles
- C. Recommended Roles from Manager and HR Specialist
- D. Recommendations from Peers

Correct Answer: AB

QUESTION 10

You are a manager and are viewing the career development page for one of your employees. Which tile (section) on the career development page is hidden from you?

- A. Favorites
- B. Explore Roles
- C. Career of Interest
- D. Overview

Correct Answer: A

QUESTION 11

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 12

Which goal task can managers NOT perform for employees that report to them?

- A. Align goals
- B. Mass assign goals
- C. Assign goals
- D. Delete goals
- E. Print goals

Correct Answer: E

QUESTION 13

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 14

Which two statements are true regarding succession plan strength?

- A. It is also known as plan bench strength.
- B. It is a non-calculated description of succession plan that is determined by the number of candidates in the plan and their risk of loss.
- C. It is a non-calculated description of succession plans that is determined by the number of candidates in the plan and

their readiness.

D. It can be manually overridden.

Correct Answer: AC

QUESTION 15

When setting up participant feedback in the performance evaluation template, which three statements are true?

A. Managers can be named as responsible for the entirety of the feedback process.

B. The Employee can be prevented from requesting and viewing feedback regarding their own performance by noting it on the performance template.

C. Employees and Managers are required to manage the feedback task for each performance review.

D. The performance evaluation can be set up so that the Employee can request, remind, and view feedback regarding their own performance.

Correct Answer: BCD

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