

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

Oracle Talent Management Cloud 2019 Implementation Essentials

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**QUESTION 1**

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

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**QUESTION 2**

Which statement is true regarding the order of the creation of questionnaires?

- A. You can create a questionnaire with or without creating a template first.
- B. When you create a questionnaire from a template, you cannot edit the configuration settings in the questionnaire that were inherited from the template.
- C. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.
- D. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.
- E. You must first create the template. You can then edit the configuration settings in the questionnaire that were inherited from the template.

Correct Answer: E

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**QUESTION 3**

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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**QUESTION 4**

Which two statements are true about organization goals?

- A. They can be shared with people in the organization and with those outside the organization.
- B. Another organization's leader can align their organization goal to that of a different leader's organization goal.
- C. They can be transferred from one organization owner to another.
- D. They can be seen by anyone in the organization after being published.
- E. They can be seen by anyone in the enterprise.

Correct Answer: AC

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**QUESTION 5**

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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**QUESTION 6**

If all tasks and subtasks are included in the Performance flow, except the Set Goals task, can the competencies and goals be added for a worker in his or her performance document?

- A. Yes. Goals and competencies can be added in the worker self-evaluation task only.
- B. Yes. Goals and competencies can be added in the manager evaluation of worker tasks only.
- C. Yes. Only competencies can be added in the manager evaluation of worker tasks.
- D. No. Without the Set Goals task, goals and competencies cannot be added in the performance document.
- E. Yes. Goals and competencies can be added in either the worker self-evaluation or the manager evaluation of worker tasks.
- F. Yes. Only goals can be added in the worker self-evaluation task.

Correct Answer: D

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**QUESTION 7**

A Human Resources Manager informs the Human Resource Specialist that an Incumbent Succession Plan needs to be updated. The Human Resource Specialist is unable to find the Incumbent Succession Plan. What is the cause of this?

- A. The Human Resource Specialist is not the owner of the Succession Plan even though the data role of the Human Resource Specialist allows him to search for the employee in the person management search.
- B. The Human Resource Specialist is one of the owners of the Succession Plan; however, the privacy of the plan is Private.
- C. The Human Resource Specialist is one of the owners of the Succession Plan; however, the data role of the Human Resource Specialist doesn't allow him to search for the employee in person management search.
- D. The Human Resource Specialist is not the owner of the Succession Plan even though the privacy of the plan is Public.

Correct Answer: C

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**QUESTION 8**

You have a requirement in your company to set up model talent profiles for various jobs and positions in your organization's hierarchy.

Which profile type template will suit your requirement?

- A. Document the requirements and create a model person profile, job profile, and position profile.
- B. Document the requirements and create a model profile which can be used only for positions.
- C. Document an incumbent's talent and create a model person profile and use it for either the job or the position that you want to create.
- D. Document the requirements and create a model profile, which can be used only for jobs.
- E. Document the requirements and create a model profile, which can be used for both jobs and positions.

Correct Answer: E

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**QUESTION 9**

Where do reviewers create and manage notes for their direct and indirect reports for a Talent Review Meeting?

- A. Prepare Review Content page
- B. Talent Review Dashboard
- C. Show Details dialog box
- D. Manage Notes and Tasks page

Correct Answer: A

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**QUESTION 10**

When a talent pool is created, in what two ways can candidates for the pool be added?

- A. Added using Select and Add
- B. Added from a Succession Plan
- C. Find Best Fit
- D. Added from within a Talent Review Meeting
- E. Upload via a spreadsheet

Correct Answer: AC

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**QUESTION 11**

The Performance document has an approval step right after the manager Evaluation step in a Performance process flow which also has a Self Evaluation step. In the same performance process flow, the option of "Evaluation tasks can be performed concurrently" is selected. What happens to the document control when the approval task is triggered and the document approver rejects the approval request?

- A. The control of the document remains with the approver until the performance document is shared.
- B. The control of the document comes to the worker.
- C. The control of the document comes to the worker's Line Manager.
- D. The control of the document is open and whoever opens and saves the document first, the document is locked for that role.

Correct Answer: C

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**QUESTION 12**

Which functionality in Talent management enables an HR specialist to select an individual based on a specific list of requirements?

- A. Person Portrait
- B. Best-Fit Analysis
- C. Profile Comparison
- D. Profile Search

Correct Answer: B

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**QUESTION 13**

A company uses the band method for the overall summary, sum method for the goals section, and average method for the competencies section with rating points. For an employee, the score for the competencies section is 50, and the score for the goals section is 20. The table shows the rating point ranges set up for the overall section rating model to assign the rating level for the overall rating. What is the overall rating of the employee?

Rating Points From	Rating Points To	Rating Level
0	15	A
16	30	D
31	45	C
46	60	B
61	75	E

- A. A
- B. D
- C. E
- D. C
- E. B

Correct Answer: C

**QUESTION 14**

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 15**

The Department Manager has created an organization goal "Improve Organization Sales." The goal is assigned to all

workers who fall under the organization hierarchy. The goal-setting process is completed across the organization. At the midpoint of the goal period, the Department Manager would like to know if the workers in his or her organization are achieving the goals that are aligned to the organization's goal "Improve Organization Sales." How can the Department Manager see the desired information?

- A. By viewing either the Goal Alignment Summary report or the Goal Progress Summary report
- B. By viewing the Goal Alignment Summary report
- C. By viewing the Goal Progress Summary report. The infographics, the pie chart, for each goal on My Organization Goals page will show the summary of aligned goals in different statuses.
- D. By creating a new dashboard report on the Organization Goals page
- E. By creating a new dashboard report on the My Goals page.

Correct Answer: B

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