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Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

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 2

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

QUESTION 3

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

QUESTION 4

Your client has 10 different vice-president jobs that are expected to have a high turnover rate. The client informs you that these jobs have identical or nearly identical skill sets. You are tasked with creating a succession plan, which has maximum plan strength. Which two tasks should be carried out to fulfill your client's requirements?

- A. Use the Job or Position plan type.
- B. Use the Incumbent plan type.
- C. Select and add a limited number of internal candidates.
- D. Select and add a large number of candidates.

Correct Answer: AC

QUESTION 5

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. Manager 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

QUESTION 6

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 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 configure questions and responses in the question library to add to the questionnaire. Identify four question types that can be defined in the question library.

- A. Additional response ?It is used to provide additional information or add attachments.
- B. No response ?It is used to provide additional information or allow respondents to add attachments.
- C. Single choice ?Respondent selects a single choice from selections you provide.
- D. Text ?Respondent enters a response in a text field.
- E. Multiple choice ?You provide responses and respondents select one or more responses from the options available.

Correct Answer: ACDE

QUESTION 9

You are a review participant and there is a need to analyze the impact of changing the performance and potential rating of a worker reporting to you.

Identify two options available on the talent review dashboard that can be used for calibrating performance and potential.

- A. Zoom in
- B. Zoom out
- C. Mobility

- D. Move marker
- E. Drag-and-drop

Correct Answer: DE

QUESTION 10

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 11

Which three statements are true about goal plans?

- A. Goal plans can be used to add goals to goal plans from other sources.
- B. Goals can be added to a Performance goal plan, which is assigned to an organization.
- C. Goal plans can be used to group goals to track them easily for a specific population and time period.
- D. Goals can be assigned to both individuals and an organization by assigning the goal plan to both individuals and an organization.
- E. Goal plan can be used to assign goals to a specific population.

Correct Answer: ACE

QUESTION 12

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

QUESTION 13

Which two statements are true regarding adding goals to and removing goals from a talent pool?

- A. When you add a goal to a pool, all members of the pool are assigned the goal.
- B. If you remove a development goal from a talent pool, that goal will be automatically removed from the workers\' goals list, which inherited the goal from the talent pool.
- C. You can only add goals that exist in the goal library.
- D. When you add a goal to pool members who already have that goal as one of their existing goals, the goal will be duplicated in their goal list.

Correct Answer: AC

QUESTION 14

Your customer wants Project Managers to evaluate employees on Competencies but not on Goals when both Goals and Competencies are present in the performance document. How should you achieve this?

- A. Create a project manager performance role and attach it to the competency and overall rating section.
- B. This could be achieved only by using the Matrix Manager Role; the role could be attached to the performance template competency section.
- C. Create a project manager security role with data access restricted to competency profile type.
- D. Attach a security profile with only competency profile type access to the Matrix manager performance role.

Correct Answer: D

QUESTION 15

You have created a talent review dashboard and have not enabled the holding area. One of the workers has not been rated before the talent review meeting.

Where would you see the worker during the talent review meeting?

- A. The worker will appear in the box chart analytic, but will be excluded from the review.
- B. The worker will not appear in the box chart analytic, but will be included in the review.
- C. The worker will appear in the box chart analytic and will be included in the talent review.

D. The worker will not appear in the box chart analytic and will be excluded from the review.

Correct Answer: A

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