

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

Oracle Talent Management Cloud 2019 Implementation Essentials

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### QUESTION 1

During the talent review meeting, review participants want to see data from five previous meetings; however, the system does not allow this. What is the reason?

- A. Only data from four meetings can be included in the talent review meeting.
- B. Data from previous meetings can never be included in a current meeting.
- C. Only data from one meeting can be included in the talent review meeting.
- D. Only data from two meetings can be included in the talent review meeting.

Correct Answer: D

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### QUESTION 2

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 3

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 4

Which two statements are true regarding a performance template section?

- A. The Goals section can be weighted but not rated.
- B. The Overall Summary section can be rated but not weighted.
- C. The Manager Final Feedback section can be rated and weighted.
- D. The Worker Final Feedback section can be rated and weighted.
- E. The Profile Content section can be both rated and weighted.

Correct Answer: BC

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#### QUESTION 5

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

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#### QUESTION 6

You are implementing Oracle Performance Management Cloud with the requirements that during performance evaluation, a manager should be able to allocate rewards to direct reports and also be able to promote them. How do you meet these requirements?

- A. In the performance process flow setup, include the tasks Allocate Rewards and Manage Promotions.
- B. Recommend that the client perform those tasks outside the performance evaluation process in compensation management.
- C. Include the Manage Promotions task in the process flow, but handle rewards separately in compensation management.
- D. Include the Allocate Rewards subtask in the process flow, but handle promotions separately in core HR.
- E. Configure the performance document sections to include rewards and promotions.

Correct Answer: C

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### QUESTION 7

Which two worker information areas can be evaluated in a performance document?

- A. Qualifications
- B. Development Goals
- C. Performance Goals
- D. Languages
- E. Competencies

Correct Answer: CE

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### QUESTION 8

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

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### QUESTION 9

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 10

An organization owner creates an organization goal and publishes the goal, while assigning the goal to specific individuals in the organization. Which three statements are true about workers and their goals in the organization?

- A. Workers who create their own goals from the published goal can delete the goal.
- B. Workers can cancel the goal before they start working on it.
- C. Workers who are assigned the goal can delete the goal.
- D. Worker goals created from the published goal are automatically aligned to the published goal.
- E. If the organization owner deletes the goal, the corresponding worker goals will be deleted.
- F. Workers can remove the alignment to the organization goal.

Correct Answer: CDF

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### QUESTION 11

You need to mass-assign goals that exist in the goal library. The requirements are as follows:

Performance goals A1, A2, and A3 should be assigned to Manager 1's direct reports. Development goals

B1, B2, and B3 should be assigned to Manager 2's direct reports.

Which option accomplishes these requirements?

- A. Manager 1 and Manager 2 shares goals A1, A2, and A3 and B1, B2, and B3 with direct reports, respectively.
- B. The organization owner should add goals A1, A2, A3, B1, B2, and B3 so they can be accessible as organization goals.
- C. The HR Specialist selects goals from the goal library, and then assigns them to the appropriate population.

D. Manager 1 adds goals A1, A2, and A3 and manager 2 adds goals B1, B2, and B3 to their direct reports\' performance documents.

Correct Answer: D

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#### QUESTION 12

Which two options are available in the Page Layout field on the Create Questionnaire Template Contents page when creating a questionnaire template?

- A. 3 column
- B. 5 column
- C. 2 column
- D. 1 column
- E. 4 column

Correct Answer: DE

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#### 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

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#### 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

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#### QUESTION 15

Your customer wants a list of items that managers should consider doing when creating their goals, so that subordinates can create goals that align with or support their managers\' goals. Select two options that should be included in the training materials for managers to satisfy this requirement.

- A. publishing Performance Goals
- B. Publishing Organization Goals
- C. sharing Performance Goals
- D. aligning goals
- E. sharing Organization Goals
- F. assigning goals

Correct Answer: DE

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