



Oracle

Exam Questions 1z0-1010

Oracle Talent Management Cloud 2018 Implementation Essentials

NEW QUESTION 1

Your customer has enabled the notification Participant Feedback – Worker deletes participant. One of the workers has an open performance document and requested a Participant Feedback. In the middle of the performance cycle the worker had a Line manager change, but the worker's performance document owner remained the old manager. The worker deletes a feedback participant since the feedback was no longer required by the previous co-owner. Which two will be receiving a notification for this action? (Choose two.)

- A. Worker
- B. Current Line Manager
- C. Old Line Manager
- D. HR Specialist
- E. Feedback Participant

Answer: BE

NEW QUESTION 2

Identify two correct statements for Goal Plan setup. (Choose two.)

- A. Long-term goals can only be created within long-term goal plans and cannot exist across goal plans.
- B. The performance document attached to a Goal Plan decides the Goal Plan inclusion in a performance document.
- C. The review period attached to a Goal Plan restricts the user from creating long-term goals.
- D. Goal Plan dates are defaulted from review period dates.
- E. The start and end dates of a Goal Plan have to be within the review period.

Answer: BE

NEW 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 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.
- B. Document the requirements and create a model profile, which can be used only for jobs.
- C. Document the requirements and create a model profile, which can be used for both jobs and positions.
- D. Document the requirements and create a model profile, which can be used only for positions.
- E. Document the requirements and create a model person profile, job profile, and position profile.

Answer: C

NEW QUESTION 4

You are in the process of setting up a talent review meeting. When you log in to the application, the talent review template does not appear in the list of values. Identify the reason for the template not appearing in the list of values.

- A. The template is in Inactive status.
- B. The template is in Active status.
- C. The template is in Planned status.
- D. The template is in Approved status.
- E. The template is in Incomplete status.

Answer: E

NEW QUESTION 5

Which are the two guidelines to follow when creating a questionnaire template or questionnaire? (Choose two.)

- A. Make sure that the questionnaire template is fully configured because questionnaires created based on a template cannot override template settings.
- B. Disregard specific regional or international laws or customs because any question may be asked in any country jurisdiction.
- C. Format basic information – Make it easier to categorize and control access.
- D. Determine the intended participant for the questionnaire – Is the questionnaire for a widespread audience or specific group?

Answer: AC

NEW QUESTION 6

A specific goal from the goal library is added by a worker. Later, the HR specialist changes the status of the goal in the goal library to "Inactive". How does the system behave when the goal status is saved?

- A. It throws an error saying "Goal is already in use."
- B. It deletes the goal from the worker's goals and successfully saves the status.
- C. It successfully saves the status without affecting the worker's goals and the goal is prevented from future copying.
- D. It throws an error saying "Insufficient Privileges."
- E. It completely deletes the goal from the system.

Answer: B

NEW QUESTION 7

The performance template is configured in such a way that the Performance Rating given by the manager against a content item is going to update the worker's profile. Which two statements are true? (Choose two.)

- A. The Instance Qualifier for the update will be "Supervisor".
- B. The Job (Model) Profile for the worker can also be updated.
- C. Rating an item can be made mandatory.
- D. The Instance Qualifier for the update will be "Reviewer ID".

Answer: AC

NEW QUESTION 8

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 a Job Family Succession Plan for the Sales job family.
- B. Create a Job Profile Succession Plan for the Sales job profile.
- C. Create a Job Succession Plan for the Head of Sales job.
- D. Create a Position Succession Plan for the Head of Sales position.
- E. Create an Incumbent Succession Plan for Employee 1.

Answer: E

NEW QUESTION 9

The head of the Human Resources department informs the Human Resource Specialist that the UK Head of Sales position, for which the current incumbent is Employee 1, is a key position in the organization and they must plan the successors for the position irrespective of the incumbent to the position.
What should the Human Resource Specialist do?

- A. Create a Job Succession Plan for the Head of Sales job.
- B. Create a Job Family Succession Plan for the Sales job family.
- C. Create a Job Profile Succession Plan for the Sales job profile.
- D. Create a Position Succession Plan for the UK Head of Sales position.
- E. Create an Incumbent Succession Plan for Employee 1.

Answer: E

NEW QUESTION 10

Which three statements are true about the goal details held in the performance document and the Goal Management pages? (Choose three.)

- A. Goal comments made in the performance document do not appear on the Goal Management pages.
- B. Evaluation comments captured in the Comments field in the performance document do not appear on the Goal Management pages.
- C. Goal comments captured in the Comments field on the Goal Management pages are not visible in the performance document.
- D. Primary goal characteristics, such as the goal name, description, success criteria, and completion date, are kept identical in both locations.
- E. Goal weights added on the Goal Management pages are added to the performance document only when the goal is initially added to the document; thereafter, weights are maintained independently.

Answer: ADE

NEW QUESTION 10

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. New managers can assign tasks in the performance document to themselves.
- B. The worker must reassign the new manager to their performance document.
- C. The performance documents are automatically reassigned to the report's new manager.
- D. 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.
- E. The new manager can be made responsible for the tasks associated with the performance document by using the Transfer Performance Document function.

Answer: C

NEW QUESTION 12

A Human Resource Specialist is required to create a Talent Review Meeting for all the Sales Consultants in the Regional Sales Department. While creating the meeting, the Human Resource Specialist is unable to add Succession Plan to the meeting.
Identify two reasons for this. (Choose two.)

- A. The Business Leader of the Talent Review Meeting is not an owner of any Succession Plans.
- B. Talent Review Template selected for the meeting does not have Include Succession Plans enabled.
- C. The Workers part of the Review Population of the meeting is not part of any Succession Plans.
- D. The Workers part of the Review Population of the meeting does not have any Succession Plans defined.
- E. The Human Resource Specialist creating the Talent Review Meeting does not own any Succession Plans.

Answer: AC

NEW QUESTION 14

Identify four correct statements about the performance template. (Choose four.)

- A. In the performance template, you can set default ratings.
- B. In the performance template, you can select the document type, sections, process flows to use, and any additional content on which to rate workers.
- 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 specify the processing rules for the document, and enter the periods for which the performance documents are valid.
- E. In the performance template, you can edit sections in the template.

F. In the performance template, you can set rating distribution

Answer: BCDE

NEW QUESTION 19

You are implementing Oracle Goal Management for a midsize company.

Your customer wants to add goals from a legacy application. These goals need to be available to all workers, managers, and organization owners.

Identify two ways to satisfy these requirements. (Choose two.)

- A. Add goals to the goal library.
- B. Add the goals as an organizational owner.
- C. Upload goals into the goallibrary by using an application-generated spreadsheet.
- D. Add goals to a goal pla

Answer: BC

NEW QUESTION 21

Your customer requires a Mid-Year review and Annual Review for the current business process to work in Oracle Performance Management Cloud. They have a Self-Evaluation step in both the performance templates but they would like to notify the employee's manager about the completion of the Self-Evaluation step only in the Annual Review Document to reduce the mail traffic. Which statement is correct about implementing this requirement?

- A. The Notify Manager check box will be deselected in the Mid-Year review template and will be selected for the Annual review template.
- B. The Activity Name for Manager Role will be left blank for the Mid-Yearreview process flow.
- C. The Notify Manager check box will be not selected in the Overall Summary section in the Mid-Year review template and this will be selected for the Annual review template.
- D. This notification cannot be controlled at the performancetemplate level and once turned on will fire for the step for all Performance.

Answer: B

NEW QUESTION 25

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? (Choose three.)

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

Answer: ACF

NEW QUESTION 30

Which two statements are true for each type of questionnaire questions? (Choose two.)

- A. You may configure specific responses, but you cannot select the presentation method to determine how the response appears.
- B. Forthe single select question type, the possible responses can be configured only to appear as radio buttons.
- C. For the single select question type, you can specify that the possible responses appear either in a single select choice list or as radio buttons.
- D. You may configure specific responses and select the presentation method to determine how the response appears.
- E. For the single select question type, the possible responses can be configured only to appear in a single select choice list.

Answer: CD

NEW QUESTION 32

Which three options can be controlled by Performance Roles? (Choose three.)

- A. Performance document period
- B. Competency section rating scale
- C. Competency Section
- D. Goals section rating scale
- E. Goals Section
- F. Questionnaire

Answer: AEF

NEW QUESTION 36

What are two reasons an employee cannot access a goal from the goal library while adding a goal? (Choose two.)

- A. The goal is not with Active status in the goal library.
- B. Goal created in the library is outside the Start Date and Target Completion Date.
- C. Goal Library profile option is not enabled.
- D. Goal Library is not available to the employee.
- E. Goal plan assigned to the employee is not part of the current review perio

Answer: AB

NEW QUESTION 37

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? (Choose two.)

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

Answer: BC

NEW QUESTION 42

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 next period goals, set goals, first approval, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback.
- B. Set goals, first approval, manager evaluation of worker, worker self-evaluation, provide final feedback, second approval, set next period goals.
- C. Set goals, worker self-evaluation, manager evaluation of worker, confirm review meeting held, set next period goals.
- D. Set goals, worker self-evaluation, manager evaluation of worker, share performance document, first approval, confirm review meeting held, provide final feedback.
- E. Set goals, manager evaluation of worker, share performance document, confirm review meeting held, provide final feedback.
- F. Set goals, worker self-evaluation, manager evaluation of worker, provide final feedback, confirmreview meeting held, set next period goal

Answer: D

NEW QUESTION 46

Which three actions must be completed before a worker adds a goal to an assigned goal plan, including a weight? (Choose three.)

- A. The goal plan must enable weights.
- B. The goal plan must be assigned to the worker.
- C. The goal plan must include the worker's goal.
- D. The worker must select the goal from the goal library.
- E. The worker must select the goal plan when creating the goal.
- F. The goal must have the same Start Date as the goal plan.
- G. The goal plan must be assigned to the worker's departmen

Answer: ACF

NEW QUESTION 49

Your organization may require an annual performance evaluation that includes any or all of the sections. Which four section types are valid for performance document template sections? (Choose four.)

- A. Manager Final Feedback
- B. Worker Final Feedback
- C. Goals to rate worker goals
- D. Profile Content to rate worker competencies
- E. Manager only Questionnaire

Answer: ABCD

NEW QUESTION 54

Which two options are available in the Section Order field on the Create Questionnaire Template Contents page when creating questionnaire template? (Choose two.)

- A. Random
- B. Sequential
- C. Ascending
- D. Descending
- E. Manual

Answer: AB

NEW QUESTION 56

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 Organization Goal
- B. Select the goal created by him and click Edi
- C. Change the target completion date and click Submit.
- D. Sign in as the manager, go to Navigator/About me/Goals/My Worker Goal
- E. Select the goal assigned by him and click Edi
- F. Change the target completion date and click Submit.

- G. Sign in as the manager, go to Navigator/About me/Goals/My Organization Goal
- H. Delete the assigned goal and select a new goal created by him with the new target completion date and assign the newly created goal.
- I. Manager cannot change the Target completion date of the assigned organizational Goal

Answer: B

NEW QUESTION 58

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

Answer: E

NEW QUESTION 59

The HR manager is planning for the next goal plan period. She finds that the current goal plan template being used by the organization does not reflect the latest organization-wide changes with respect to goal management.
How should the HR manager incorporate the changes?

- A. Add a new goal plan period row to the current template and update the goal-setting options.
- B. Delete the currently used template and create a new one.
- C. Create a new template and edit the goal settings in the new template.
- D. Update the goal-setting options in the current goal plan template.
- E. Update the goal management profile option

Answer: E

NEW QUESTION 63

One of the workers reporting to you is appearing in the holding area. Identify three possible reasons for the worker to be in the holding area. (Choose three.)

- A. The box in which the worker should appear has multiple ratings mapped to it, resulting in the worker being placed in the holding area.
- B. The worker joined the organization after the talent review meeting was scheduled.
- C. The worker was not rated before the talent review meeting.
- D. The worker has been placed in the holding area by you during the talent review meeting.
- E. 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.

Answer: ACE

NEW QUESTION 68

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

Answer: A

NEW QUESTION 71

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

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

Answer: D

NEW QUESTION 76

Which three statements are true about goal plans? (Choose three.)

- A. Goals can be assigned to both individuals and an organization by assigning the goal plan to both individuals and an organization.
- 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. Goal plans can be used to assign goals to a specific population.
- E. Goal plans can be used to add goals to goal plans from other source

Answer: CDE

NEW QUESTION 80

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

Answer: C

NEW QUESTION 83

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

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

Answer: D

NEW QUESTION 86

HR Specialist 1 and HR Specialist 2 are Human Resource Specialists. Manager A is the Line Manager of HR Specialist 2. HR Specialist 1 is the owner of a succession plan and HR Specialist 2 is the coowner of the same succession plan. There are five candidates specified for the Succession Plan.

While HR Specialist 1 can view all the five candidates, HR Specialist 2 can only view three of the five candidates.

What is the cause of this?

- A. Out of the five candidates, one candidate is HR Specialist 2 and the other is Manager A.
- B. HR Specialist 1 has restricted the access to some of the candidates in the succession plan using the restrict access feature of the Succession Plan.
- C. Co-owners of a Succession Plan always have access to less number of candidates since they are not owners.
- D. HR Specialist 2's data security doesn't allow him to view the two candidates since the two candidates fall outside the data scope of HR Specialist 2's role.

Answer: A

NEW QUESTION 88

A manager has several goals and has assigned some of those goals to his or her direct reports. However, when direct reports complete the goal, their profiles are not updated with the competencies associated with the goal as Target Outcomes.

What is the reason that the competencies were not added to the profiles?

- A. Goal Tasks were not associated with the goal.
- B. The Target Outcome was added, but the target proficiency was not selected.
- C. The Target Outcome was added after the goal was assigned to the direct reports.
- D. The goal was assigned to the direct reports after the Target Outcome was added.
- E. The Target Outcome was added to the goal after the goal was submitted

Answer: A

NEW QUESTION 91

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. (Choose two.)

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

Answer: AE

NEW QUESTION 94

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. (Choose four.)

- 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.

Answer: ACDE

NEW QUESTION 97

Which two statements are true regarding a performance template section? (Choose two.)

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

Answer: DE

NEW QUESTION 100

You are an HR specialist for the Manufacturing Department of your company. This department contains a total of six employees and your CEO has instructed you to perform the following steps:

- Determine how well the employee's profiles match a job or position profile.
- Run an analysis, which compares competences, licenses, and certification.

The process described above is _____ .

- A. Talent Pool
- B. Best-Fit Analysis
- C. determining plan bench strength
- D. determining readiness level

Answer: B

NEW QUESTION 101

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 Progress Summary report.
- C. 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 viewing the Goal Alignment Summary report.
- E. By creating a new dashboard report on the Organization Goals page.
- F. By creating a new dashboard report on the My Goals page.

Answer: C

NEW QUESTION 105

While conducting a Talent Review Meeting for an organization, the Facilitator is unable to move the workers from one box to another box within the box chart. What setting should be updated to enable the Facilitator to move employees in the 9-box or at what stage is it enabled?

- A. The Facilitator should update the Meeting Date to a past date (date earlier than the system date).
- B. The Facilitator should update the Status of the meeting to In Progress if the Meeting Date is scheduled on a future date.
- C. The Facilitator should conduct the meeting only after all the Review Participants have submitted the Review Content Data.
- D. The Facilitator should update the Data Submission deadline to a past date (date earlier than the system date).

Answer: C

NEW QUESTION 109

Which statement is false about Succession Plan types?

- A. An Incumbent plan type allows you to create a plan to replace a particular individual.
- B. The Job or Position plan type allows you to create a plan where one or more potential candidates have been identified to fill a key role or position.
- C. The Job or Position plan can cover a particular job in a specific business unit or department, or throughout an entire organization.
- D. An Incumbent plan type allows you to create a plan to replace multiple individuals.

Answer: B

NEW QUESTION 110

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