

1z0-1010 Dumps

Oracle Talent Management Cloud 2018 Implementation Essentials

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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

After the completion of the performance document, the employees profile is updated. The HR user wants to be able to identify the source of the ratings that appear in the employees profile.

Which object helps a user distinguish between the sources of the ratings?

- A. Content Library
- B. Content Item
- C. Instance Qualifier
- D. Content Type
- E. Content Section

Answer: D

NEW QUESTION 3

You have created a talent review dashboard and have not enabled the holding are

- A. One of the workers has not been rated before the talent review meetin
- B. Where would you see the worker during the talent review meeting?
- C. The worker will not appear in the box chart analytic, but will be included in the review.
- D. The worker will not appear in the box chart analytic and will be excluded from the review.
- E. The worker will appear in the box chart analytic and will be included in the talent review.
- F. The worker will appear in the box chart analytic, but will be excluded from the revie

Answer: D

NEW QUESTION 4

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

Answer: B

NEW QUESTION 5

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 profil

Answer: C

NEW QUESTION 6

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 7

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 8

You are a review participant and there is a need to analyze the impact of changing the performance and potential ratings of a worker reporting to you. Identify two options available on the talent review dashboard that can be used for calibrating performance and potential. (Choose two.)

- A. Zoom in
- B. Move marker
- C. Mobility
- D. Zoom out
- E. Drag-and-drop

Answer: BE

NEW QUESTION 9

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 10

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 10

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 12

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

Answer: D

NEW QUESTION 17

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 20

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 25

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 goal library by using an application-generated spreadsheet.
- D. Add goals to a goal plan

Answer: BC

NEW QUESTION 27

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-Year review 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 performance template level and once turned on will fire for the step for all Performance.

Answer: B

NEW QUESTION 28

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 goal

Answer: ACF

NEW QUESTION 31

Your customer wants the Goals and Competency sections of the performance template to be populated based on the Job which is assigned to a worker.

What two options should you use to configure this requirement? (Choose two.)

- A. Create an eligibility profile based on worker Job and the HR Specialist could mass insert Competencies into already created performance documents using the Mass Assign process.
- B. Create an eligibility profile based on worker Job and the HR Specialist could mass insert Goals into already created performance documents using the Mass Assign process.
- C. Create an eligibility profile based on worker Job and populate worker Competencies using the Mass Assign process before the creation of the performance document
- D. In the performance template section of Goals, choose the option of Use Employee's Competencies.
- E. Create an eligibility profile based on worker Job and populate worker Goals using the Mass Assign process before the creation of the performance document
- F. In the performance template section of Goals, choose the option of Use Employee's Goals.
- G. Populate the Job profile with Job-specific Competencies and in the performance template section of Competencies setup, choose the option of Use Specific Profile and select Job profile.
- H. Populate the Job profile with Job-specific Goals and in the performance template section of Goals setup, choose the option of Use Specific Profile and

selectJob profile.

Answer: DF

NEW QUESTION 33

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 period.

Answer: AB

NEW QUESTION 37

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

- A. If you remove a development goal from a talent pool, that goal will be automatically removed from the worker's goals list, which inherited the goal from the talent pool.
- B. When you add a goal to a pool, all members of the pool are assigned the goal.
- 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.

Answer: BC

NEW QUESTION 40

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

Answer: B

NEW QUESTION 44

Identify three setup tasks required before goals can be managed. (Choose three.)

- A. Manage value sets (if flexfields are deployed for goals).
- B. Mass-assign goals.
- C. Manage goal management notification.
- D. Manage goal library.
- E. Manage worker goal setting lookup.

Answer: BCE

NEW QUESTION 46

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, confirm review meeting held, set next period goal.

Answer: D

NEW QUESTION 51

Which two statements are true regarding succession plan strength? (Choose two.)

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

Answer: AB

NEW QUESTION 55

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 56

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 58

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 Edit
- 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 Edit
- 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 63

Which statement is true regarding lookup hierarchy level?

- A. Location level supercedes user and affects only the experience of the current user.
- B. It is a best practice to set user-level option values before specifying values at any other level.
- C. Use level affects all applications of a product family.
- D. Site level affects all application configuration options for a given implementation

Answer: A

NEW QUESTION 67

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 68

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 70

Which two worker information areas can be evaluated in a performance document? (Choose two.)

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

Answer: AC

NEW QUESTION 71

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 disabled

Answer: D

NEW QUESTION 72

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 74

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 79

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 82

Which three statements are true about the Notes added in the Talent Review Meeting? (Choose three.)

- A. Reviewers create and manage notes for their direct and indirect reports on the Prepare Review Content page.
- B. Reviewers can see all notes created for the meeting for their direct and indirect reports.
- C. Facilitators create and manage notes on the Talent Review dashboard.
- D. Business Leaders create and manage notes on the Talent Review dashboard

Answer: ABC

NEW QUESTION 86

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 repor
- 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 newdashboard report on the Organization Goals page.
- F. By creating a new dashboard report on the My Goals page.

Answer: C

NEW QUESTION 90

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