Exam Questions 1z0-1052

Oracle Talent Management Cloud 2019 Implementation Essentials

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NEW QUESTION 1
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 successfully saves the status without affecting the worker's goals and the goal is prevented from future copying.
B. It throws an error saying "Insufficient Privileges".
C. It deletes the goal from the worker's goals and successfully saves the status.
D. It completely deletes the goal from the system.
E. It throws an error saying "Goal is already in use."

Answer: C

NEW 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.

Answer: C

NEW QUESTION 3
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.

Answer: D

NEW QUESTION 4
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.

Answer: D

NEW QUESTION 5
What can you use Questionnaires for before a Talent Review meeting?

A. to view and track development goals of workers outside of your direct reporting line
B. to assign Development Goals to workers in your direct reporting line
C. to calculate the worker potential rating during the content preparation stage
D. to assign qualitative or quantitative measurements to assess the level of success of achieving a goal

Answer: C

NEW QUESTION 6
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.

Answer: CDF

NEW QUESTION 7
You are a functional analyst and have been tasked with creating new content items to be used in various profile templates.
What set of steps will you perform to accomplish this task?

A. Create content type, create item, set fields to be displayed, associate rating model, and save and close.
B. Create item, set the content type and content item fields, associate rating model, and save and close.

C. Create item, set the content type and content item fields, associate rating model, and save and close, and repeat the preceding steps for all the required content items.
D. Create item, set the content type and content item fields, save and close, and repeat the preceding steps for all the required content items.
E. Create item and set the content item fields, set content type, save and close, and repeat the preceding steps for all the required content items.

Answer: C

NEW QUESTION 8
Which statement is true about selecting Job and Position information for the talent pool?

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

Answer: C

NEW QUESTION 9
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.

Answer: A

NEW QUESTION 10
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?

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

Answer: BCDE

NEW QUESTION 10
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 test field.
E. Multiple choice – You provide responses and respondents select one or more responses from the options available.

Answer: ACDE

NEW QUESTION 13
Identify three setup tasks required before goals can be managed.

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

Answer: BCD

NEW QUESTION 17
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.

Answer: CE

NEW QUESTION 20
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.

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

Answer: CD

NEW QUESTION 21
The Privacy setting controls access to the questionnaire or template. Select two statements that are true.

A. Private: Only the owner and line managers can edit the questionnaire or template.
B. Private: Only the owner can edit the questionnaire or template.
C. Public: Anyone with permission to access the questionnaire or template can edit it.
D. Public: Anyone with or without permission to access the questionnaire or template can edit it.
E. Private: Only the owner and HR administrator can edit the questionnaire or template.

Answer: BC

NEW QUESTION 22
Which two actions must be completed before an employee can add a goal to their goal plan?

A. Weighting must be enabled in the goal plan.
B. The goal plan must include the worker's goal.
C. The employee must have a goal plan assigned to them.
D. The worker must select the goal from the goal library.
E. The worker must select the goal plan when creating the goal.

Answer: AB

NEW QUESTION 26
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 Active status.
B. The template is in Planned status.
C. The template is in Approved status.
D. The template is in Inactive status.
E. The template is in Incomplete status

Answer: E

NEW QUESTION 28
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

Answer: A

NEW QUESTION 32
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

Answer: AC

NEW QUESTION 36
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. Ye
B. Goals and competencies can be added in the worker self-evaluation task only.
C. Ye
D. Goals and competencies can be added in the manager evaluation of worker tasks only.
E. Ye
F. Only competencies can be added in the manager evaluation of worker tasks.
G. N
H. Without the Set Goals task, goals and competencies cannot be added in the performance document.

I. Ye
J. Goals and competencies can be added in either the worker self-evaluation or the manager evaluation of worker tasks.
K. Ye
L. Only goals can be added in the worker self-evaluation task.

Answer: D

NEW QUESTION 37
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.

Answer: BC

NEW QUESTION 38
When a descriptive flexfield is deployed for a goal template, which will that flexfield will be visible for?

A. None of the above
B. Existing goals using that goal template
C. New goals that are created from that moment on, using that template
D. All goals previously created using that template along with goals created going forward using that template

Answer: D

NEW QUESTION 39
What are two reasons an employee cannot access a goal from the goal library while adding a goal?

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

Answer: BD

NEW QUESTION 42
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.

Answer: BCD

NEW QUESTION 43
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