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**QUESTION 1**

You have specified the minimum number of participants for each role in the performance template. Which statement is correct regarding creating the performance document?

- A. You cannot add any more participants over and above the minimum number specified for the role.
- B. You can add only two more participants over and above the minimum number specified for the role.
- C. You can add more participants over and above the minimum number specified for the role.
- D. You can add only one more participant over and above the minimum number specified for the role.

Correct Answer: C

QUESTION 2

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

Correct Answer: A

QUESTION 3

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 4

In a performance evaluation, which three options can be accessed by Performance Roles?

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

Correct Answer: AEF

QUESTION 5

What is the maximum number of section types that you can configure in a performance template to meet the requirements of a semiannual evaluation of a company and what are the section types?

- A. two; rating model for risk and impact of loss, and overall summary to provide the overall rating of the worker or manager
- B. three; profile content to rate worker competencies, goals to rate worker goals, and rating model for risk and impact of loss
- C. five; goals to rate worker goals, overall summary, worker final feedback, manager final feedback, and profile content to rate worker competencies
- D. five; profile content to rate worker competencies, goals to rate worker goals, overall summary, worker final feedback, and peer review
- E. three; HR Specialist final feedback along with rating, overall summary region, and profile content to rate workers\' risk of loss
- F. four; worker and peer final feedback, manager review, HR review, and profile content to assess career preferences

Correct Answer: D

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