



# 1Z0-1052-22<sup>Q&As</sup>

Oracle Talent Management Cloud 2022 Implementation Professional

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**QUESTION 1**

Which two statements are true about organization goals?

- A. They can be shared with people in the organization and with those outside the organization.
- B. Another organization's leader can align their organization goal to that of a different leader's organization goal.
- C. They can be transferred from one organization owner to another.
- D. They can be seen by anyone in the organization after being published.
- E. They can be seen by anyone in the enterprise.

Correct Answer: AC

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**QUESTION 2**

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?

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

Correct Answer: EF

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**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

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#### QUESTION 4

You are the IT analyst who has just been handed over a list of Content Types to be set up Person Profile as a free form. You take a look at the requirements and realize that there are system limitations around a few of the Content Types in the given requirements and you would need to communicate the same back to the business group. Identify the non-free-form Content Types in the requirements.

- A. Honors and Awards, Memberships, Licenses
- B. Accomplishments, Degrees, Languages
- C. Potential, Risk of Loss, Career Preferences
- D. Languages, Accomplishments, Potential
- E. Potential, Career Preferences, Degrees

Correct Answer: C

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#### QUESTION 5

You are a manager and are viewing the career development page for one of your employees. Which tile (section) on the career development page is hidden from you?

- A. Favorites
- B. Explore Roles
- C. Career of Interest
- D. Overview

Correct Answer: A