



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

Oracle Talent Management Cloud 2019 Implementation Essentials

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**QUESTION 1**

You need to mass-assign goals that exist in the goal library. The requirements are as follows:

Performance goals A1, A2, and A3 should be assigned to Manager 1's direct reports. Development goals

B1, B2, and B3 should be assigned to Manager 2's direct reports.

Which option accomplishes these requirements?

- A. Manager 1 and Manager 2 shares goals A1, A2, and A3 and B1, B2, and B3 with direct reports, respectively.
- B. The organization owner should add goals A1, A2, A3, B1, B2, and B3 so they can be accessible as organization goals.
- C. The HR Specialist selects goals from the goal library, and then assigns them to the appropriate population.
- D. Manager 1 adds goals A1, A2, and A3 and manager 2 adds goals B1, B2, and B3 to their direct reports' performance documents.

Correct Answer: D

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**QUESTION 2**

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

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

Correct Answer: AC

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**QUESTION 3**

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?

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



Correct Answer: AB

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#### QUESTION 4

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

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#### QUESTION 5

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

Correct Answer: A

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