



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

Oracle Talent Management Cloud 2019 Implementation Essentials

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**QUESTION 1**

You are an HR specialist for the Manufacturing Department of your company. This department contains a total of six employees and your CEO has instructed you to perform the following steps:

Determine how well the employees' profiles match a job or position profile. Run an analysis, which compares competencies, licenses, and certifications.

The process described above is \_\_\_\_\_.

- A. determining plan bench strength
- B. Best-Fit Analysis
- C. determining readiness level
- D. Talent Pool

Correct Answer: B

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**QUESTION 2**

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 3**

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

Correct Answer: C

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#### QUESTION 4

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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#### QUESTION 5

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 goals, worker self-evaluation, manager evaluation of worker, confirm review meeting held, set next period goals.

B. Set goals, worker self-evaluation, manager evaluation of worker, share performance document, first approval, confirm review meeting held, provide final feedback.



C. Set goals, first approval, manager evaluation of worker, worker self-evaluation, provide final feedback, second approval, set next period goals.

D. Set goals, manager evaluation of worker, share performance document, confirm review meeting held, provide final feedback.

E. Set next period goals, set goals, first approval, worker self-evaluation, manager evaluation of worker, 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 goals.

Correct Answer: B

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