1Z0-1052^{Q&As}

Oracle Talent Management Cloud 2019 Implementation Essentials

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QUESTION 1

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.

Correct Answer: C

QUESTION 2

The HR manager is planning for the next goal plan period. She finds that the current goal plan template being used by the organization does not reflect the latest organization-wide changes with respect to goal

management.

How should the HR manager incorporate the changes?

A. Update the goal-setting options in the current goal plan template.

B. Add a new goal plan period row to the current template and update the goal-setting options.

C. Update the goal management profile options.

D. Create a new template and edit the goal settings in the new template.

E. Delete the currently used template and create a new one.

Correct Answer: C

QUESTION 3

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 4

Which two worker information areas can be evaluated in a performance document?

A. Qualifications

B. Development Goals

C. Performance Goals

D. Languages

E. Competencies

Correct Answer: CE

QUESTION 5

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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