1Z0-1052-20 Q&As

Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

Your organization may require an annual performance evaluation that includes any or all of the sections. Which four section types are valid for performance document template sections?

A. Manager only Questionnaire

B. Profile Content to rate worker competencies

C. Manager Final Feedback

D. Worker Final Feedback

E. Goals to rate worker goals

Correct Answer: BCDE

QUESTION 2

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 3

Which two options are available in the Section Order field on the Create Questionnaire Template Contents page when creating a questionnaire template?

A. Random

B. Descending

C. Sequential

D. Manual

E. Ascending

Correct Answer: AC

QUESTION 4

Which goal task can managers NOT perform for employees that report to them?

A. Align goals

B. Mass assign goals

C. Assign goals

D. Delete goals

E. Print goals

Correct Answer: E

QUESTION 5

An organization owner creates an organization goal and publishes the goal, while assigning the goal to specific individuals in the organization. Which three statements are true about workers and their goals in the organization?

A. Workers who create their own goals from the published goal can delete the goal.

B. Workers can cancel the goal before they start working on it.

C. Workers who are assigned the goal can delete the goal.

D. Worker goals created from the published goal are automatically aligned to the published goal.

E. If the organization owner deletes the goal, the corresponding worker goals will be deleted.

F. Workers can remove the alignment to the organization goal.

Correct Answer: CDF

QUESTION 6

When setting up participant feedback in the performance evaluation template, which three statements are true?

A. Managers can be named as responsible for the entirety of the feedback process.

B. The Employee can be prevented form requesting and viewing feedback regarding their own performance by noting it on the performance template.

C. Employees and Managers are required to manage the feedback task for each performance review.

D. The performance evaluation can be set up so that the Employee can request, remind, and view feedback regarding their own performance.

Correct Answer: BCD

QUESTION 7

If all tasks and subtasks are included in the Performance flow, except the Set Goals task, can the competencies and goals be added for a worker in his or her performance document?

A. Yes. Goals and competencies can be added in the worker self-evaluation task only.

B. Yes. Goals and competencies can be added in the manager evaluation of worker tasks only.

C. Yes. Only competencies can be added in the manager evaluation of worker tasks.

D. No. Without the Set Goals task, goals and competencies cannot be added in the performance document.

E. Yes. Goals and competencies can be added in either the worker self-evaluation or the manager evaluation of worker tasks.

F. Yes. Only goals can be added in the worker self-evaluation task.

Correct Answer: D

QUESTION 8

One of the workers reporting to you is appearing in the holding area. Which three are possible reasons for the worker to be in the holding area?

A. The worker was not rated before the talent review meeting.

B. The worker has been placed in the holding area by you during the talent review meeting.

C. The box in which the worker should appear has multiple ratings mapped to it, resulting in the worker being placed in the holding area.

D. The performance rating model that is used to assess the worker\'s overall performance rating differed from the performance rating model selected on the talent review configuration template.

E. The Skills and Qualifications of the Employee\'s profile are incomplete.

Correct Answer: ACD

QUESTION 9

You are implementing Oracle Performance Management Cloud with the requirements that during performance evaluation, a manager should be able to allocate rewards to direct reports and also be able to promote them. How do you meet these requirements?

A. In the performance process flow setup, include the tasks Allocate Rewards and Manage Promotions.

B. Recommend that the client perform those tasks outside the performance evaluation process in compensation management.

C. Include the Manage Promotions task in the process flow, but handle rewards separately in compensation management.

D. Include the Allocate Rewards subtask in the process flow, but handle promotions separately in core HR.

E. Configure the performance document sections to include rewards and promotions.

Correct Answer: C

QUESTION 10

An HR specialist recently created a performance goal plan for his or her organization. Two new hires have joined the organization after the existing goal plan was created and assigned. Employee 1 is required to have all the goals in the existing goal plan. Employee 2 needs goals A1 and A2 in addition to the goals in the existing goal plan. Goals A1 and A2 need to be added to the goal library. Which statement addresses these requirements?

A. The HR specialist can assign Employee 1 to the existing goal plan, create a new goal plan with goals (A1 and A2) from the goal library, and then assign the new goal plan to Employee 2.

B. The HR specialist can create a new goal plan with goals from the existing goal plan, add goals A1 and A2 from the goal library, and assign them to both the new hires.

C. The HR specialist can add the eligibility criteria to new goals (A1 and A2) within the goal plan and assign both the new hires to the existing goal plan.

D. The HR specialist can add goals A1 and A2 to the goal library, add those goals to the existing goal plan, and then add both the new hires to the goal plan.

Correct Answer: B

QUESTION 11

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

QUESTION 12

Which two statements are true regarding succession plan strength?

A. It is also known as plan bench strength.

B. It is a non-calculated description of succession plan that is determined by the number of candidates in the plan and their risk of loss.

C. It is a non-calculated description of succession plans that is determined by the number of candidates in the plan and

their readiness.

D. It can be manually overridden.

Correct Answer: AC

QUESTION 13

The Department Manager has created an organization goal "Improve Organization Sales." The goal is assigned to all workers who fall under the organization hierarchy. The goal-setting process is completed across the organization. At the midpoint of the goal period, the Department Manager would like to know if the workers in his or her organization are achieving the goals that are aligned to the organization\\'s goal "Improve Organization Sales." How can the Department Manager see the desired information?

A. By viewing either the Goal Alignment Summary report of the Goal Progress Summary report

B. By viewing the Goal Alignment Summary report

C. By viewing the Goal Progress Summary report. The infographics, the pie chart, for each goal on My Organization Goals page will show the summary of aligned goals in different statuses.

D. By creating a new dashboard report on the Organization Goals page

E. By creating a new dashboard report on the My Goals page.

Correct Answer: B

QUESTION 14

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

QUESTION 15

A specific goal from the goal library is added by a worker. Later, the HR specialist changes the status of the goal in the goal library to "Inactive". How does the system behave when the goal status is saved?

A. It successfully saves the status without affecting the worker\\'s goals and the goal is prevented from future copying.

B. It throws an error saying "Insufficient Privileges".

C. It deletes the goal from the worker\\'s goals and successfully saves the status.

D. It completely deletes the goal from the system.

E. It throws an error saying "Goal is already in use."

Correct Answer: C

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