



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

Oracle Talent Management Cloud 2022 Implementation Professional

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**QUESTION 1**

Which three statements are true about goal plans?

- A. Goal plans can be used to add goals to goal plans from other sources.
- B. Goals can be added to a Performance goal plan, which is assigned to an organization.
- C. Goal plans can be used to group goals to track them easily for a specific population and time period.
- D. Goals can be assigned to both individuals and an organization by assigning the goal plan to both individuals and an organization.
- E. Goal plan can be used to assign goals to a specific population.

Correct Answer: ACE

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**QUESTION 2**

After the completion of the performance document, the employees profile is updated. The HR user wants to be able to identify the source of the ratings that appear in the employees profile. Which object helps a user distinguish between the sources of the ratings?

- A. Content Type
- B. Content Section
- C. Instance Qualifier
- D. Content Item
- E. Content Library

Correct Answer: A

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**QUESTION 3**

A Human Resource Specialist is required to create a Talent Review Meeting for all the Sales Consultants in the Regional Sales Department. While creating the meeting, the Human Resource Specialist is unable to add Succession Plan to the meeting.

Identify two reasons for this.

- A. The Human Resource Specialist creating the Talent Review Meeting does not own any Succession Plans.
- B. The Business Leader of the Talent Review Meeting is not an owner of any Succession Plans.
- C. The Workers part of the Review Population of the meeting is not part of any Succession Plans.



- D. Talent Review Template selected for the meeting does not have Include Succession Plans enabled.
- E. The Workers part of the Review Population of the meeting does not have any Succession Plans defined.

Correct Answer: BC

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#### QUESTION 4

When a talent pool is created, in what two ways can candidates for the pool be added?

- A. Added using Select and Add
- B. Added from a Succession Plan
- C. Find Best Fit
- D. Added from within a Talent Review Meeting
- E. Upload via a spreadsheet

Correct Answer: AC

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#### QUESTION 5

What are two reasons an employee cannot access a goal from the goal library while adding a goal?

- A. Goal plan assigned to the employee is not part of the current review period.
- B. Goal created in the library is outside the Start Date and Target Completion Date.
- C. Goal Library profile option is not enabled.
- D. The goal is not with Active status in the goal library.
- E. Goal Library is not available to the employee.

Correct Answer: BD

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#### QUESTION 6

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 7

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 8

Identify three setup tasks required before goals can be managed.

- A. Manage goal library.
- B. Manage worker goal setting lookups.
- C. Manage goal management notification.
- D. Mass-assign goals.
- E. Manage value sets (if flexfields are deployed for goals).

Correct Answer: BCD

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#### QUESTION 9

Which three statements are true about the Notes added in the Talent Review Meeting?

- A. Business Leaders create and manage notes on the Talent Review dashboard.
- B. Reviewers can see all notes created for the meeting for their direct and indirect reports.
- C. Reviewers create and manage notes for their direct and indirect reports on the Prepare Review Content page.
- D. Facilitators create and manage notes on the Talent Review dashboard.

Correct Answer: BCD

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#### QUESTION 10



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

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#### QUESTION 11

Your customer wants Project Managers to evaluate employees on Competencies but not on Goals when both Goals and Competencies are present in the performance document. How should you achieve this?

- A. Create a project manager performance role and attach it to the competency and overall rating section.
- B. This could be achieved only by using the Matrix Manager Role; the role could be attached to the performance template competency section.
- C. Create a project manager security role with data access restricted to competency profile type.
- D. Attach a security profile with only competency profile type access to the Matrix manager performance role.

Correct Answer: D

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#### QUESTION 12

Which are two of guidelines to follow when creating a questionnaire template or questionnaire?

- A. Determine the intended participant for the questionnaire ?Is the questionnaire for a widespread audience or specific group?
- B. A questionnaire can be created without a template.
- C. Format basic information ?Make it easier to categorize and control access.
- D. Make sure that the questionnaire template is fully configured because questionnaires created based on a template cannot override template settings.

Correct Answer: CD

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**QUESTION 13**

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

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**QUESTION 14**

You are a functional analyst and have been tasked with creating new content items to be used in various profile templates.

What set of steps will you perform to accomplish this task?

- A. Create content type, create item, set fields to be displayed, associate rating model, and save and close.
- B. Create item, set the content type and content item fields, associate rating model, and save and close.
- C. Create item, set the content type and content item fields, associate rating model, and save and close, and repeat the preceding steps for all the required content items.
- D. Create item, set the content type and content item fields, save and close, and repeat the preceding steps for all the required content items.
- E. Create item and set the content item fields, set content type, save and close, and repeat the preceding steps for all the required content items.

Correct Answer: C

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**QUESTION 15**

You have created a talent review dashboard and have not enabled the holding area. One of the workers has not been rated before the talent review meeting.

Where would you see the worker during the talent review meeting?

- A. The worker will appear in the box chart analytic, but will be excluded from the review.
- B. The worker will not appear in the box chart analytic, but will be included in the review.
- C. The worker will appear in the box chart analytic and will be included in the talent review.



D. The worker will not appear in the box chart analytic and will be excluded from the review.

Correct Answer: A

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