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NEW QUESTION: 1

Identify three setup tasks required before goals can be managed.

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

Answer: (SHOW ANSWER)

NEW QUESTION: 2

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

Answer: B (LEAVE A REPLY)

NEW QUESTION: 3

Which two actions must be completed before an employee can add a goal to their goal plan?

- A. The worker must select the goal from the goal library.
- B. The worker must select the goal plan when creating the goal.
- C. The goal plan must include the worker's goal.
- D. Weighting must be enabled in the goal plan.
- E. The employee must have a goal plan assigned to them.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 4

When a manager is terminated, how will you reassign the performance document and the corresponding tasks of his or her reports to the new manager?

- A. The new manager can be made responsible for the tasks associated with the performance document by using the Transfer Performance Document function.
- B. A new performance document has to be created for the report whose manager has been terminated and it has to be assigned to his or her new manager.
- C. The worker must reassign the new manager to their performance document.
- D. New managers can assign tasks in the performance document to themselves.
- E. The performance documents are automatically reassigned to the report's new manager.

Answer: E ([LEAVE A REPLY](#))

NEW QUESTION: 5

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

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 6

You have a requirement in your company to set up model talent profiles for various jobs and positions in your organization's hierarchy.

Which profile type template will suit your requirement?

- A.** Document the requirements and create a model person profile, job profile, and position profile.
- B.** Document the requirements and create a model profile, which can be used for both jobs and positions.
- C.** Document the requirements and create a model profile, which can be used only for jobs.
- D.** Document an incumbent's talent and create a model person profile and use it for either the job or the position that you want to create.
- E.** Document the requirements and create a model profile which can be used only for positions.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 7

Which two statements are true regarding succession plan strength?

- A.** 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.
- B.** It is also known as plan bench strength.
- C.** It can be manually overridden.
- D.** It is a non-calculated description of succession plans that is determined by the number of candidates in the plan and their readiness.

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 8

A company uses the band method for the overall summary, sum method for the goals section, and average method for the competencies section with rating points. For an employee, the score for the competencies section is 50, and the score for the goals section is 20. The table shows the rating point ranges set up for the overall section rating model to assign the rating level for the overall rating.

What is the overall rating of the employee?

Rating Points From	Rating Points To	Rating Level
0	15	A
16	30	D
31	45	C
46	60	B
61	75	E

A. B

- B. A
- C. C
- D. D
- E. E

Answer: E ([LEAVE A REPLY](#))

NEW QUESTION: 9

Which two statements are true for each type of questionnaire questions?

- A. For the single select question type, the possible responses can be configured only to appear in a single select choice list.
- B. You may configure specific responses, but you cannot select the presentation method to determine how the response appears.
- C. For the single select question type, the possible responses can be configured only to appear as radio buttons.
- D. You may configure specific responses and select the presentation method to determine how the response appears.
- E. For the single select question type, you can specify that the possible responses appear either in a single select choice list or as radio buttons.

Answer: D,E ([LEAVE A REPLY](#))

NEW QUESTION: 10

Identify two correct statements for Goal Plan setup.

- A. The performance document attached to a Goal Plan decides the Goal Plan inclusion in a performance document.
- B. Long-term goals can only be created within long-term goal plans and cannot exist across goal plans.
- C. Goal Plan dates are defaulted from review period dates.
- D. The start and end dates of a Goal Plan have to be within the review period.
- E. The review period attached to a Goal Plan restricts the user from creating long-term goals.

Answer: ([SHOW ANSWER](#))

NEW 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. This could be achieved only by using the Matrix Manager Role; the role could be attached to the performance template competency section.
- B. Create a project manager security role with data access restricted to competency profile type.

C. Attach a security profile with only competency profile type access to the Matrix manager performance role.

D. Create a project manager performance role and attach it to the competency and overall rating section.

Answer: [\(SHOW ANSWER\)](#)

NEW QUESTION: 12

Which statement is correct regarding eligibility profiles in the performance evaluation module?

A. They must be marked as required on the general and document periods tabs of the evaluation to ensure that employees receive the evaluation.

B. They can be on the general tab and/or the document periods tab however at least one of the profiles must match the review period on the performance evaluation.

C. They are the sole determining factor in how employees receive access to performance evaluations.

D. They are used to determine which audience receives which questionnaire.

Answer: **A** [\(LEAVE A REPLY\)](#)

NEW QUESTION: 13

You are implementing Oracle Goal Management for a midsize company.

Your customer wants to add goals from a legacy application. These goals need to be available to all workers, managers, and organization owners.

Identify two ways to satisfy these requirements.

A. Add goals to a goal plan.

B. Upload goals into the goal library by using an application-generated spreadsheet.

C. Add the goals as an organizational owner.

D. Add goals to the goal library.

Answer: **B,C** [\(LEAVE A REPLY\)](#)

NEW QUESTION: 14

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

A. Delete goals

B. Assign goals

C. Mass assign goals

D. Align goals

E. Print goals

Answer: **E** [\(LEAVE A REPLY\)](#)

NEW QUESTION: 15

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 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.
- B. The worker was not rated before 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 Skills and Qualifications of the Employee's profile are incomplete.
- E. The worker has been placed in the holding area by you during the talent review meeting.

Answer: A,B,C ([LEAVE A REPLY](#))

NEW QUESTION: 16

You are in the process of setting up a talent review meeting. When you log in to the application, the talent review template does not appear in the list of values. Identify the reason for the template not appearing in the list of values.

- A. The template is in Planned status.
- B. The template is in Inactive status.
- C. The template is in Active status.
- D. The template is in Approved status.
- E. The template is in Incomplete status

Answer: E ([LEAVE A REPLY](#))

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NEW QUESTION: 17

Which functionality in Talent management enables an HR specialist to select an individual based on a specific list of requirements?

- A. Best-Fit Analysis
- B. Person Portrait
- C. Profile Search
- D. Profile Comparison

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 18

A Human Resources Manager informs the Human Resource Specialist that an Incumbent Succession Plan needs to be updated. The Human Resource Specialist is unable to find the Incumbent Succession Plan. What is the cause of this?

- A.** The Human Resource Specialist is one of the owners of the Succession Plan; however, the data role of the Human Resource Specialist doesn't allow him to search for the employee in person management search.
- B.** The Human Resource Specialist is not the owner of the Succession Plan even though the privacy of the plan is Public.
- C.** The Human Resource Specialist is one of the owners of the Succession Plan; however, the privacy of the plan is Private.
- D.** The Human Resource Specialist is not the owner of the Succession Plan even though the data role of the Human Resource Specialist allows him to search for the employee in the person management search.

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 19

Your customer wants a list of items that managers should consider doing when creating their goals, so that subordinates can create goals that align with or support their managers' goals.

Select two options that should be included in the training materials for managers to satisfy this requirement.

- A.** assigning goals
- B.** aligning goals
- C.** sharing Performance Goals
- D.** sharing Organization Goals
- E.** Publishing Organization Goals
- F.** publishing Performance Goals

Answer: ([SHOW ANSWER](#)**)**

NEW QUESTION: 20

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

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 21

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

- A. Development Goals
- B. Competencies
- C. Languages
- D. Qualifications
- E. Performance Goals

Answer: B,E ([LEAVE A REPLY](#))

NEW QUESTION: 22

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 next period goals, set goals, first approval, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback.
- C. Set goals, worker self-evaluation, manager evaluation of worker, share performance document, first approval, confirm review meeting held, provide final feedback.
- D. Set goals, first approval, manager evaluation of worker, worker self-evaluation, provide final feedback, second approval, set next period goals.
- E. Set goals, worker self-evaluation, manager evaluation of worker, provide final feedback, confirm review meeting held, set next period goals.
- F. Set goals, manager evaluation of worker, share performance document, confirm review meeting held, provide final feedback.

Answer: ([SHOW ANSWER](#))

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