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NEW QUESTION: 1

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 Skills and Qualifications of the Employee's profile are incomplete.
- B. The worker was not rated before the talent review meeting.
- C. 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.
- D. The box in which the worker should appear has multiple ratings mapped to it, resulting in the worker being placed in the holding area.
- E. The worker has been placed in the holding area by you during the talent review meeting.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 2

Which statement is true regarding the order of the creation of questionnaires?

- A. You can create a questionnaire with or without creating a template first.
- B. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.
- C. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.
- D. You must first create the template. You can then edit the configuration settings in the questionnaire that were inherited from the template.
- E. When you create a questionnaire from a template, you cannot edit the configuration settings in the questionnaire that were inherited from the template.

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

NEW QUESTION: 3

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

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

NEW QUESTION: 4

A manager has several goals and has assigned some of those goals to his or her direct reports. However, when direct reports complete the goal, their profiles are not updated with the competencies associated with the goal as Target Outcomes.

What is the reason that the competencies were not added to the profiles?

- A. The Target Outcome was added to the goal after the goal was submitted.
- B. Goal Tasks were not associated with the goal.
- C. The Target Outcome was added after the goal was assigned to the direct reports.
- D. The goal was assigned to the direct reports after the Target Outcome was added.
- E. The Target Outcome was added, but the target proficiency was not selected.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 5

What should a manager do if he has assigned an organization goal to his direct reports, but intends to change the target completion date of Goals for the direct reports?

- A. Sign in as the manager, go to Navigator/ About me/ Goals/ My Organization Goals. Select the goal created by him and click Edit. Change the target completion date and click Submit.
- B. Sign in as the manager, go to Navigator/ About me/ Goals/ My Organization Goals. Delete the assigned goal and select a new goal created by him with the new target completion date and assign the newly created goal.
- C. Manager cannot change the Target completion date of the assigned organizational Goal.
- D. Sign in as the manager, go to Navigator/About me/ Goals/ My Worker Goals. Select the goal assigned by him and click Edit. Change the target completion date and click Submit.

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

NEW QUESTION: 6

Which two statements are true regarding succession plan strength?

- A.** It can be manually overridden.
- 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 also known as plan bench strength.
- 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: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 7

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.** Format basic information - Make it easier to categorize and control access.
- C.** A questionnaire can be created without a template.
- D.** Make sure that the questionnaire template is fully configured because questionnaires created based on a template cannot override template settings.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

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

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

NEW QUESTION: 9

Which two types of goals can be included in a Performance Document for review?

- A.** Performance Improvement Goals

- B. Organization Goals
- C. Performance Goals
- D. Development Goals

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

NEW QUESTION: 10

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 throws an error saying "Goal is already in use."
- B. It throws an error saying "Insufficient Privileges".
- C. It completely deletes the goal from the system.
- D. It deletes the goal from the worker's goals and successfully saves the status.
- E. It successfully saves the status without affecting the worker's goals and the goal is prevented from future copying.

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

NEW QUESTION: 11

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. Add the goals as an organizational owner.
- C. Upload goals into the goal library by using an application-generated spreadsheet.
- D. Add goals to the goal library.

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

NEW QUESTION: 12

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 can add 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 only one more participant over and above the minimum number specified for the role.
- D. You cannot add any more participants over and above the minimum number specified for the role.

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

NEW QUESTION: 13

While conducting a Talent Review Meeting for an organization, the Facilitator is unable to move the workers from one box to another box within the box chart.

What setting should be updated to enable the Facilitator to move employees in the 9-box or at what stage is it enabled?

- A.** The Facilitator should update the Meeting Date to a past date (date earlier than the system date).
- B.** The Facilitator should conduct the meeting only after all the Review Participants have submitted the Review Content Data.
- C.** The Facilitator should update the Data Submission deadline to a past date (date earlier than the system date).
- D.** The Facilitator should update the Status of the meeting to In Progress if the Meeting Date is scheduled on a future date.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 14

Which two statements are true regarding a performance template section?

- A.** The Manager Final Feedback section can be rated and weighted.
- B.** The Profile Content section can be both rated and weighted.
- C.** The Worker Final Feedback section can be rated and weighted.
- D.** The Overall Summary section can be rated but not weighted.
- E.** The Goals section can be weighted but not rated.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

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.** determining readiness level
- C.** Talent Pool
- D.** Best-Fit Analysis

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

NEW QUESTION: 16

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.** No. Without the Set Goals task, goals and competencies cannot be added in the performance document.
- B.** Yes. Only competencies can be added in the manager evaluation of worker tasks.
- C.** Yes. Goals and competencies can be added in the worker self-evaluation task only.
- D.** Yes. Goals and competencies can be added in either the worker self-evaluation or the manager evaluation of worker tasks.
- E.** Yes. Goals and competencies can be added in the manager evaluation of worker tasks only.
- F.** Yes. Only goals can be added in the worker self-evaluation task.

Answer: A (LEAVE A REPLY)

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NEW QUESTION: 17

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 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.
- B.** Document the requirements and create a model profile, which can be used only for jobs.
- C.** Document the requirements and create a model profile which can be used only for positions.
- D.** Document the requirements and create a model profile, which can be used for both jobs and positions.
- E.** Document the requirements and create a model person profile, job profile, and position profile.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 18

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

- A.** They are used to determine which audience receives which questionnaire.
- B.** They are the sole determining factor in how employees receive access to performance evaluations.
- C.** They must be marked as required on the general and document periods tabs of the evaluation to ensure that employees receive the evaluation.
- D.** 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.

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

NEW QUESTION: 19

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

- A.** Ascending
- B.** Sequential
- C.** Manual
- D.** Descending
- E.** Random

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

NEW QUESTION: 20

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

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

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

NEW QUESTION: 21

You are the IT analyst who has just been handed over a list of Content Types to be set up Person Profile as a free form. You take a look at the requirements and realize that there are system limitations around a few of the Content Types in the given requirements and you would need to communicate the same back to the business group.

Identify the non-free-form Content Types in the requirements.

- A.** Potential, Risk of Loss, Career Preferences
- B.** Accomplishments, Degrees, Languages
- C.** Potential, Career Preferences, Degrees
- D.** Honors and Awards, Memberships, Licenses
- E.** Languages, Accomplishments, Potential

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

After the performance document status is marked complete and goals are updated in Goal Management, can further changes be made to the goals in the performance document, either directly or through Goal Management?

- A. Goals can be updated in the performance document by using Goal Management, but only by the worker.
- B. Goals can be updated in the performance document by using Goal Management, but only by the manager.
- C. Goals cannot be updated in the performance document by the manager or the worker.
- D. Goals can be updated in the performance document by both the manager and the worker by using Goal Management only.
- E. Goals can be updated in the performance document by both the manager and the worker.

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

NEW QUESTION: 23

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 within a Talent Review Meeting
- C. Find Best Fit
- D. Upload via a spreadsheet
- E. Added from a Succession Plan

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

NEW QUESTION: 24

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 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.
- B. By creating a new dashboard report on the My Goals page.
- C. By creating a new dashboard report on the Organization Goals page
- D. By viewing either the Goal Alignment Summary report or the Goal Progress Summary report
- E. By viewing the Goal Alignment Summary report

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

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