# 1Z0-1052-20 Q&As

Oracle Talent Management Cloud 2020 Implementation Essentials

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**QUESTION 1**

Which two statements are true regarding a performance template section?

A. The Goals section can be weighted but not rated.

B. The Overall Summary section can be rated but not weighted.

C. The Manager Final Feedback section can be rated and weighted.

D. The Worker Final Feedback section can be rated and weighted.

E. The Profile Content section can be both rated and weighted.

Correct Answer: BC

**QUESTION 2**

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. The organization owner should add goals A1, A2, A3, B1, B2, and B3 so they can be accessible as organization goals.

C. The HR Specialist selects goals from the goal library, and then assigns them to the appropriate population.

D. Manager 1 adds goals A1, A2, and A3 and manager 2 adds goals B1, B2, and B3 to their direct reports\\' performance documents.

Correct Answer: D

**QUESTION 3**

You are a review participant and there is a need to analyze the impact of changing the performance and

potential rating of a worker reporting to you.

Identify two options available on the talent review dashboard that can be used for calibrating performance

and potential.

A. Zoom in

B. Zoom out

C. Mobility

D. Move marker

E. Drag-and-drop

Correct Answer: DE

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**QUESTION 4**

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

A. Weighting must be enabled in the goal plan.

B. The goal plan must include the worker\\'s goal.

C. The employee must have a goal plan assigned to them.

D. The worker must select the goal from the goal library.

E. The worker must select the goal plan when creating the goal.

Correct Answer: AB

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**QUESTION 5**

In a performance evaluation, which three options can be accessed by Performance Roles?

A. Performance document period

B. Competency section rating scale

C. Competency Section

D. Goals section rating scale

E. Questionnaire

F. Goals Section

Correct Answer: AEF

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