1Z0-1052-20 ^{Q&As}

Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

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

QUESTION 2

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. Honors and Awards, Memberships, Licenses

B. Accomplishments, Degrees, Languages

C. Potential, Risk of Loss, Career Preferences

D. Languages, Accomplishments, Potential

E. Potential, Career Preferences, Degrees

Correct Answer: C

QUESTION 3

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

QUESTION 4

The HR manager is planning for the next goal plan period. She finds that the current goal plan template being used by the organization does not reflect the latest organization-wide changes with respect to goal

management.

How should the HR manager incorporate the changes?

A. Update the goal-setting options in the current goal plan template.

B. Add a new goal plan period row to the current template and update the goal-setting options.

C. Update the goal management profile options.

D. Create a new template and edit the goal settings in the new template.

E. Delete the currently used template and create a new one.

Correct Answer: C

QUESTION 5

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 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.

B. The Human Resource Specialist is one of the owners of the Succession Plan; however, the privacy of the plan is Private.

C. 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.

D. The Human Resource Specialist is not the owner of the Succession Plan even though the privacy of the plan is Public.

Correct Answer: C

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