

# 1Z0-1052-20<sup>Q&As</sup>

Oracle Talent Management Cloud 2020 Implementation Essentials

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**QUESTION 1**

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

Correct Answer: DE

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**QUESTION 2**

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 3**

The Privacy setting controls access to the questionnaire or template. Select two statements that are true.

- A. Private: Only the owner and line managers can edit the questionnaire or template.
- B. Private: Only the owner can edit the questionnaire or template.
- C. Public: Anyone with permission to access the questionnaire or template can edit it.
- D. Public: Anyone with or without permission to access the questionnaire or template can edit it.
- E. Private: Only the owner and HR administrator can edit the questionnaire or template.

Correct Answer: BC

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

Correct Answer: C

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**QUESTION 5**

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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