

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

Oracle Talent Management Cloud 2019 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

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**QUESTION 2**

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

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**QUESTION 3**

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

Correct Answer: ACD

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## QUESTION 4

An organization owner creates an organization goal and publishes the goal, while assigning the goal to specific individuals in the organization. Which three statements are true about workers and their goals in the organization?

- A. Workers who create their own goals from the published goal can delete the goal.
- B. Workers can cancel the goal before they start working on it.
- C. Workers who are assigned the goal can delete the goal.
- D. Worker goals created from the published goal are automatically aligned to the published goal.
- E. If the organization owner deletes the goal, the corresponding worker goals will be deleted.
- F. Workers can remove the alignment to the organization goal.

Correct Answer: CDF

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## QUESTION 5

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 performance documents are automatically reassigned to the report's new manager.
- D. The worker must reassign the new manager to their performance document.
- E. New managers can assign tasks in the performance document to themselves.

Correct Answer: C

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