1Z0-1052^{Q&As}

Oracle Talent Management Cloud 2019 Implementation Essentials

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QUESTION 1

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. When you create a questionnaire from a template, you cannot edit the configuration settings in the questionnaire that were inherited from the template.

C. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.

D. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.

E. You must first create the template. You can then edit the configuration settings in the questionnaire that were inherited from the template.

Correct Answer: E

QUESTION 2

Which statement is true about selecting Job and Position information for the talent pool?

A. Job and Department fields are populated and disabled when Position is selected first.

B. Job Family and Job Profile are enabled when Position is selected first.

C. The Grade field is disabled.

D. Additional fields are restricted when Department is selected first.

Correct Answer: C

QUESTION 3

Your client has 10 different vice-president jobs that are expected to have a high turnover rate. The client informs you that these jobs have identical or nearly identical skill sets. You are tasked with creating a succession plan, which has maximum plan strength. Which two tasks should be carried out to fulfill your client\\'s requirements?

A. Use the Job or Position plan type.

B. Use the Incumbent plan type.

C. Select and add a limited number of internal candidates.

D. Select and add a large number of candidates.

Correct Answer: AC

QUESTION 4

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 cannot add any 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 more participants over and above the minimum number specified for the role.

D. You can add only one more participant over and above the minimum number specified for the role.

Correct Answer: C

QUESTION 5

Your company\\'s appraisal policy requires that the content of the performance document be added in a

collaborative manner.

Implementation requirements include:

Both the worker and the manager are required to rate the worker. Conduct a review meeting for the

worker, which the worker must acknowledge. Both the manager and the worker should be able to give

their comments on the entire evaluation process.

Workers and managers should start setting goals for the next period. To meet these requirements, what

are the correct tasks and their sequence to be designed in the process flow?

A. Set goals, worker self-evaluation, manager evaluation of worker, confirm review meeting held, set next period goals.

B. Set goals, worker self-evaluation, manager evaluation of worker, share performance document, first approval, confirm review meeting held, provide final feedback.

C. Set goals, first approval, manager evaluation of worker, worker self-evaluation, provide final feedback, second approval, set next period goals.

D. Set goals, manager evaluation of worker, share performance document, confirm review meeting held, provide final feedback.

E. Set next period goals, set goals, first approval, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback.

F. Set goals, worker self-evaluation, manager evaluation of worker, provide final feedback, confirm review meeting held, set next period goals.

Correct Answer: B

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