

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

Oracle Talent Management Cloud 2020 Implementation Essentials

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**QUESTION 1**

Your organization may require an annual performance evaluation that includes any or all of the sections. Which four section types are valid for performance document template sections?

- A. Manager only Questionnaire
- B. Profile Content to rate worker competencies
- C. Manager Final Feedback
- D. Worker Final Feedback
- E. Goals to rate worker goals

Correct Answer: BCDE

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**QUESTION 2**

What can you use Questionnaires for before a Talent Review meeting?

- A. to view and track development goals of workers outside of your direct reporting line
- B. to assign Development Goals to workers in your direct reporting line
- C. to calculate the worker potential rating during the content preparation stage
- D. to assign qualitative or quantitative measurements to assess the level of success of achieving a goal

Correct Answer: C

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**QUESTION 3**

The Performance document has an approval step right after the manager Evaluation step in a Performance process flow which also has a Self Evaluation step. In the same performance process flow, the option of "Evaluation tasks can be performed concurrently" is selected. What happens to the document control when the approval task is triggered and the document approver rejects the approval request?

- A. The control of the document remains with the approver until the performance document is shared.
- B. The control of the document comes to the worker.
- C. The control of the document comes to the worker's Line Manager.
- D. The control of the document is open and whoever opens and saves the document first, the document is locked for that role.

Correct Answer: C

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**QUESTION 4**

Which two statements are true about organization goals?

- A. They can be shared with people in the organization and with those outside the organization.
- B. Another organization's leader can align their organization goal to that of a different leader's organization goal.
- C. They can be transferred from one organization owner to another.
- D. They can be seen by anyone in the organization after being published.
- E. They can be seen by anyone in the enterprise.

Correct Answer: AC

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**QUESTION 5**

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 6**

You are a manager and are viewing the career development page for one of your employees. Which tile (section) on the career development page is hidden from you?

- A. Favorites
- B. Explore Roles
- C. Career of Interest
- D. Overview

Correct Answer: A

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**QUESTION 7**

Which two statements are true regarding succession plan strength?

- A. It is also known as plan bench strength.
- B. It is a non-calculated description of succession plan that is determined by the number of candidates in the plan and their risk of loss.
- C. It is a non-calculated description of succession plans that is determined by the number of candidates in the plan and their readiness.
- D. It can be manually overridden.

Correct Answer: AC

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### QUESTION 8

What are two reasons an employee cannot access a goal from the goal library while adding a goal?

- A. Goal plan assigned to the employee is not part of the current review period.
- B. Goal created in the library is outside the Start Date and Target Completion Date.
- C. Goal Library profile option is not enabled.
- D. The goal is not with Active status in the goal library.
- E. Goal Library is not available to the employee.

Correct Answer: BD

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### QUESTION 9

When exploring roles that may be of interest to you, other than manually searching for a role, which two categories are available on the Explore Roles tile?

- A. Best Matches
- B. Departmental Roles
- C. Recommended Roles from Manager and HR Specialist
- D. Recommendations from Peers

Correct Answer: AB

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### QUESTION 10

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

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**QUESTION 11**

Which two worker information areas can be evaluated in a performance document?

- A. Qualifications
- B. Development Goals
- C. Performance Goals
- D. Languages
- E. Competencies

Correct Answer: CE

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**QUESTION 12**

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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**QUESTION 13**

Which statement is correct regarding eligibility profiles in the performance evaluation module?

- A. They must be marked as required on the general and document periods tabs of the evaluation to ensure that employees receive the evaluation.
- B. They are used to determine which audience receives which questionnaire.
- C. They are the sole determining factor in how employees receive access to performance evaluations.
- D. They can be on the general tab and/or the document periods tab however at least one of the profiles must match the review period on the performance evaluation.

Correct Answer: A

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#### **QUESTION 14**

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

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#### **QUESTION 15**

You are in the process of setting up a talent review meeting. When you log in to the application, the talent review template does not appear in the list of values. Identify the reason for the template not appearing in the list of values.

- A. The template is in Active status.
- B. The template is in Planned status.
- C. The template is in Approved status.
- D. The template is in Inactive status.
- E. The template is in Incomplete status

Correct Answer: E

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