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QUESTION 1

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

QUESTION 2

Which two statements are true regarding a performance template section?

- A. The Goals section can be weighted but not rated.
- B. The Overall Summary section can be rated but not weighted.
- C. The Manager Final Feedback section can be rated and weighted.
- D. The Worker Final Feedback section can be rated and weighted.
- E. The Profile Content section can be both rated and weighted.

Correct Answer: BC

QUESTION 3

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

QUESTION 4

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

QUESTION 5

An HR specialist recently created a performance goal plan for his or her organization. Two new hires have joined the organization after the existing goal plan was created and assigned. Employee 1 is required to have all the goals in the existing goal plan. Employee 2 needs goals A1 and A2 in addition to the goals in the existing goal plan. Goals A1 and A2 need to be added to the goal library. Which statement addresses these requirements?

- A. The HR specialist can assign Employee 1 to the existing goal plan, create a new goal plan with goals (A1 and A2) from the goal library, and then assign the new goal plan to Employee 2.
- B. The HR specialist can create a new goal plan with goals from the existing goal plan, add goals A1 and A2 from the goal library, and assign them to both the new hires.
- C. The HR specialist can add the eligibility criteria to new goals (A1 and A2) within the goal plan and assign both the new hires to the existing goal plan.
- D. The HR specialist can add goals A1 and A2 to the goal library, add those goals to the existing goal plan, and then add both the new hires to the goal plan.

Correct Answer: B

QUESTION 6

You are a functional analyst and have been tasked with creating new content items to be used in various profile templates.

What set of steps will you perform to accomplish this task?

- A. Create content type, create item, set fields to be displayed, associate rating model, and save and close.
- B. Create item, set the content type and content item fields, associate rating model, and save and close.

C. Create item, set the content type and content item fields, associate rating model, and save and close, and repeat the preceding steps for all the required content items.

D. Create item, set the content type and content item fields, save and close, and repeat the preceding steps for all the required content items.

E. Create item and set the content item fields, set content type, save and close, and repeat the preceding steps for all the required content items.

Correct Answer: C

QUESTION 7

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 8

After the completion of the performance document, the employees profile is updated. The HR user wants to be able to identify the source of the ratings that appear in the employees profile. Which object helps a user distinguish between the sources of the ratings?

A. Content Type

B. Content Section

C. Instance Qualifier

D. Content Item

E. Content Library

Correct Answer: A

QUESTION 9

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

QUESTION 10

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 11

Which are two of guidelines to follow when creating a questionnaire template or questionnaire?

- A. Determine the intended participant for the questionnaire ?Is the questionnaire for a widespread audience or specific group?
- B. A questionnaire can be created without a template.
- C. Format basic information ?Make it easier to categorize and control access.
- D. Make sure that the questionnaire template is fully configured because questionnaires created based on a template cannot override template settings.

Correct Answer: CD

QUESTION 12

You have a requirement in your company to set up model talent profiles for various jobs and positions in

your organization's hierarchy.

Which profile type template will suit your requirement?

- A. Document the requirements and create a model person profile, job profile, and position profile.
- B. Document the requirements and create a model profile which can be used only for positions.
- C. Document an incumbent's talent and create a model person profile and use it for either the job or the position that you want to create.
- D. Document the requirements and create a model profile, which can be used only for jobs.
- E. Document the requirements and create a model profile, which can be used for both jobs and positions.

Correct Answer: E

QUESTION 13

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

QUESTION 14

If all tasks and subtasks are included in the Performance flow, except the Set Goals task, can the competencies and goals be added for a worker in his or her performance document?

- A. Yes. Goals and competencies can be added in the worker self-evaluation task only.
- B. Yes. Goals and competencies can be added in the manager evaluation of worker tasks only.
- C. Yes. Only competencies can be added in the manager evaluation of worker tasks.
- D. No. Without the Set Goals task, goals and competencies cannot be added in the performance document.
- E. Yes. Goals and competencies can be added in either the worker self-evaluation or the manager evaluation of worker tasks.
- F. Yes. Only goals can be added in the worker self-evaluation task.

Correct Answer: D

QUESTION 15

Which two options are available in the Section Order field on the Create Questionnaire Template Contents page when creating a questionnaire template?

- A. Random
- B. Descending
- C. Sequential
- D. Manual
- E. Ascending

Correct Answer: AC

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