Exam Questions 1z0-1052

Oracle Talent Management Cloud 2019 Implementation Essentials

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NEW QUESTION 1

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.

Answer: B

NEW QUESTION 2

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

A. 3 column
B. 5 column
C. 2 column
D. 1 column
E. 4 column

Answer: DE

NEW QUESTION 3

A Human Resource Specialist is required to create a Talent Review Meeting for all the Sales Consultants in the Regional Sales Department. While creating the meeting, the Human Resource Specialist is unable to add Succession Plan to the meeting.
Identify two reasons for this.

A. The Human Resource Specialist creating the Talent Review Meeting does not own any Succession Plans.
B. The Business Leader of the Talent Review Meeting is not an owner of any Succession Plans.
C. The Workers part of the Review Population of the meeting is not part of any Succession Plans.
D. Talent Review Template selected for the meeting does not have Include Succession Plans enabled.
E. The Workers part of the Review Population of the meeting does not have any Succession Plans defined.

Answer: BC

NEW QUESTION 4

A company uses the band method for the overall summary, sum method for the goals section, and average method for the competencies section with rating points. For an employee, the score for the competencies section is 50, and the score for the goals section is 20. The table shows the rating point ranges set up for the overall section rating model to assign the rating level for the overall rating.
What is the overall rating of the employee?

Rating Points From	Rating Points To	Rating Level
0	15	A
16	30	D
31	45	C
46	60	B
61	75	E

A. A
B. D
C. E
D. C
E. B

Answer: C

NEW QUESTION 5

The Human Resources department manager informs the Human Resource Specialist that Employee 1, who is Head of Sales, plays a vital role in the organization and they must plan for the successors of the employee. What should the Human Resource Specialist do?

A. Create an Incumbent Succession Plan for Employee 1.
B. Create a Job Succession Plan for the Head of Sales job.
C. Create a Position Succession Plan for the Head of Sales position.
D. Create a Job Profile Succession Plan for the Sales job profile.
E. Create a Job Family Succession Plan for the Sales job family.

Answer: A

NEW QUESTION 6
Your customer wants Project Managers to evaluate employees on Competencies but not on Goals when both Goals and Competencies are present in the performance document. How should you achieve this?

A. Create a project manager performance role and attach it to the competency and overall rating section.
B. This could be achieved only by using the Matrix Manager Role; the role could be attached to the performance template competency section.
C. Create a project manager security role with data access restricted to competency profile type.
D. Attach a security profile with only competency profile type access to the Matrix manager performance role.

Answer: D

NEW QUESTION 7
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

Answer: C

NEW QUESTION 8
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.

Answer: C

NEW QUESTION 9
After the performance document status is marked complete and goals are updated in Goal Management, can further changes be made to the goals in the performance document, either directly or through Goal Management?

A. Goals can be updated in the performance document by using Goal Management, but only by the manager.
B. Goals can be updated in the performance document by using Goal Management, but only by the worker.
C. Goals can be updated in the performance document by both the manager and the worker by using Goal Management only.
D. Goals can be updated in the performance document by both the manager and the worker.
E. Goals cannot be updated in the performance document by the manager or the worker.

Answer: B

NEW QUESTION 10
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.

Answer: AC

NEW QUESTION 10
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.

Answer: A

NEW QUESTION 11
What should a manager do if he has assigned an organization goal to his direct reports, but intends to change the target completion date of Goals for the direct reports?

A. Sign in as the manager, go to Navigator/About me/ Goals/ My Worker Goal
B. Select the goal assigned by him and click Edi
C. Change the target completion date and click Submit.
D. Manage cannot change the Target completion date of the assigned organizational Goal.
E. Sign in as the manager, go to Navigator/ About me/ Goals/ My Organization Goal
F. Select the goal created by him and click Edi
G. Change the target completion date and click Submit.
H. Sign in as the manager, go to Navigator/ About me/ Goals/ My Organization Goal
I. Delete the assigned goal and select a new goal created by him with the new target completion date and assign the newly created goal.

Answer: D

NEW QUESTION 12
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.

Answer: D

NEW QUESTION 14
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

Answer: BCDE

NEW QUESTION 18
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).

Answer: BCD

NEW QUESTION 23
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.

Answer: AC

NEW QUESTION 27
Which two statements are true regarding adding goals to and removing goals from a talent pool?

A. When you add a goal to a pool, all members of the pool are assigned the goal.
B. If you remove a development goal from a talent pool, that goal will be automatically removed from the workers' goals list, which inherited the goal from the talent pool.
C. You can only add goals that exist in the goal library.
D. When you add a goal to pool members who already have that goal as one of their existing goals, the goal will be duplicated in their goal list.

Answer: AC

NEW QUESTION 29
You are implementing Oracle Performance Management Cloud with the requirements that during performance evaluation, a manager should be able to allocate rewards to direct reports and also be able to promote them. How do you meet these requirements?

A. In the performance process flow setup, include the tasks Allocate Rewards and Manage Promotions.
B. Recommend that the client perform those tasks outside the performance evaluation process in compensation management.
C. Include the Manage Promotions task in the process flow, but handle rewards separately in compensation management.

D. Include the Allocate Rewards subtask in the process flow, but handle promotions separately in core HR.
E. Configure the performance document sections to include rewards and promotions.

Answer: C

NEW QUESTION 33
Which two worker information areas can be evaluated in a performance document?

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

Answer: CE

NEW QUESTION 38
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

Answer: A

NEW QUESTION 41
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

Answer: E

NEW QUESTION 44
Your customer wants the Goals and Competency sections of the performance template to be populated based on the Job which is assigned to a worker.
What two options should you use to configure this requirement?

A. Populate the Job profile with Job-specific Competencies and in the performance template section of Competencies setup, choose the option of Use Specific Profile and select Job profile.
B. Create an eligibility profile based on worker Job and the HR Specialist could mass insert Goals into already created performance documents using the Mass Assign process.
C. Create an eligibility profile based on worker Job and the HR Specialist could mass insert Competencies into already created performance documents using the Mass Assign process.
D. Create an eligibility profile based on worker Job and populate worker Competencies using the Mass Assign process before the creation of the performance documen
E. In the performance template section of Goals, choose the option of Use Employee's Competencies.
F. Populate the Job profile with Job-specific Goals and in the performance template section of Goals setup, choose the option of Use Specific Profile and select Job profile.
G. Create an eligibility profile based on worker Job and populate worker Goals using the Mass Assign process before the creation of the performance documen
H. In the performance template section of Goals, choose the option of Use Employee's Goals.

Answer: EF

NEW QUESTION 49
Where do reviewers create and manage notes for their direct and indirect reports for a Talent Review Meeting?

A. Prepare Review Content page
B. Talent Review Dashboard
C. Show Details dialog box
D. Manage Notes and Tasks page

Answer: A

NEW QUESTION 50
When a talent pool is created, in what two ways can candidates for the pool be added?

A. Added using Select and Add
B. Added from a Succession Plan
C. Find Best Fit

D. Added from within a Talent Review Meeting
E. Upload via a spreadsheet

Answer: AC

NEW QUESTION 54
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

Answer: A

NEW QUESTION 58
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. Ye
B. Goals and competencies can be added in the worker self-evaluation task only.
C. Ye
D. Goals and competencies can be added in the manager evaluation of worker tasks only.
E. Ye
F. Only competencies can be added in the manager evaluation of worker tasks.
G. N
H. Without the Set Goals task, goals and competencies cannot be added in the performance document.
I. Ye
J. Goals and competencies can be added in either the worker self-evaluation or the manager evaluation of worker tasks.
K. Ye
L. Only goals can be added in the worker self-evaluation task.

Answer: D

NEW QUESTION 60
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.

Answer: BC

NEW QUESTION 62
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

Answer: DE

NEW QUESTION 66
Which three statements are true about the Notes added in the Talent Review Meeting?

A. Business Leaders create and manage notes on the Talent Review dashboard.
B. Reviewers can see all notes created for the meeting for their direct and indirect reports.
C. Reviewers create and manage notes for their direct and indirect reports on the Prepare Review Content page.
D. Facilitators create and manage notes on the Talent Review dashboard.

Answer: BCD

NEW QUESTION 71
Which two types of goals can be included in a Performance Document for review?

A. Development Goals
B. Organization Goals
C. Performance Improvement Goals
D. Performance Goals

Answer: AD

NEW QUESTION 75
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