



1Z0-1052-20^{Q&As}

Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

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

QUESTION 2

When a descriptive flexfield is deployed for a goal template, which will that flexfield will be visible for?

- A. None of the above
- B. Existing goals using that goal template
- C. New goals that are created from that moment on, using that template
- D. All goals previously created using that template along with goals created going forward using that template

Correct Answer: D

QUESTION 3

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 4

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 5

Which two statements are true for each type of questionnaire questions?

- A. For the single select question type, the possible responses can be configured only to appear in a single select choice list.
- B. For the single select question type, you can specify that the possible responses appear either in a single select choice list or as radio buttons.
- C. You may configure specific responses and select the presentation method to determine how the response appears.
- D. You may configure specific responses, but you cannot select the presentation method to determine how the response appears.
- E. For the single select question type, the possible responses can be configured only to appear as radio buttons.

Correct Answer: BC

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