



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

Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

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

QUESTION 2

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

QUESTION 3

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

Correct Answer: C

QUESTION 4

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 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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