



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

Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

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 2

The Privacy setting controls access to the questionnaire or template. Select two statements that are true.

- A. Private: Only the owner and line managers can edit the questionnaire or template.
- B. Private: Only the owner can edit the questionnaire or template.
- C. Public: Anyone with permission to access the questionnaire or template can edit it.
- D. Public: Anyone with or without permission to access the questionnaire or template can edit it.
- E. Private: Only the owner and HR administrator can edit the questionnaire or template.

Correct Answer: BC

QUESTION 3

Identify two correct statements for Goal Plan setup.

- A. Long-term goals can only be created within long-term goal plans and cannot exist across goal plans.
- B. The review period attached to a Goal Plan restricts the user from creating long-term goals.
- C. The start and end dates of a Goal Plan have to be within the review period.
- D. Goal Plan dates are defaulted from review period dates.
- E. The performance document attached to a Goal Plan decides the Goal Plan inclusion in a performance document.



Correct Answer: CE

QUESTION 4

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 5

A manager has several goals and has assigned some of those goals to his or her direct reports. However, when direct reports complete the goal, their profiles are not updated with the competencies associated with the goal as Target Outcomes. What is the reason that the competencies were not added to the profiles?

- A. The Target Outcome was added to the goal after the goal was submitted.
- B. The Target Outcome was added after the goal was assigned to the direct reports.
- C. Goal Tasks were not associated with the goal.
- D. The Target Outcome was added, but the target proficiency was not selected.
- E. The goal was assigned to the direct reports after the Target Outcome was added.

Correct Answer: C

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