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

Oracle Talent Management Cloud 2020 Implementation Essentials

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QUESTION 1

Which two statements are true about organization goals?

A. They can be shared with people in the organization and with those outside the organization.

B. Another organization\\'s leader can align their organization goal to that of a different leader\\'s organization goal.

C. They can be transferred from one organization owner to another.

D. They can be seen by anyone in the organization after being published.

E. They can be seen by anyone in the enterprise.

Correct Answer: AC

QUESTION 2

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 3

One of the workers reporting to you is appearing in the holding area. Which three are possible reasons for the worker to be in the holding area?

A. The worker was not rated before the talent review meeting.

B. The worker has been placed in the holding area by you during the talent review meeting.

C. The box in which the worker should appear has multiple ratings mapped to it, resulting in the worker being placed in the holding area.

D. The performance rating model that is used to assess the worker\\'s overall performance rating differed from the performance rating model selected on the talent review configuration template.

E. The Skills and Qualifications of the Employee\\'s profile are incomplete.

Correct Answer: ACD

QUESTION 4

You configure questions and responses in the question library to add to the questionnaire. Identify four question types that can be defined in the question library.

A. Additional response ?It is used to provide additional information or add attachments.

B. No response ?It is used to provide additional information or allow respondents to add attachments.

C. Single choice ?Respondent selects a single choice from selections you provide.

D. Text ?Respondent enters a response in a test field.

E. Multiple choice ?You provide responses and respondents select one or more responses from the options available.

Correct Answer: ACDE

QUESTION 5

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

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