



# 1Z0-1052-20<sup>Q&As</sup>

Oracle Talent Management Cloud 2020 Implementation Essentials

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### QUESTION 1

You are implementing Oracle Goal Management for a midsize company. Your customer wants to add goals from a legacy application. These goals need to be available to all workers, managers, and organization owners.

Identify two ways to satisfy these requirements.

- A. Add goals to a goal plan.
- B. Add goals to the goal library.
- C. Add the goals as an organizational owner.
- D. Upload goals into the goal library by using an application-generated spreadsheet.

Correct Answer: CD

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### QUESTION 2

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.

Correct Answer: C

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### QUESTION 3

You are an HR specialist for the Manufacturing Department of your company. This department contains a total of six employees and your CEO has instructed you to perform the following steps:

Determine how well the employees' profiles match a job or position profile. Run an analysis, which compares competencies, licenses, and certifications.

The process described above is \_\_\_\_\_.



- A. determining plan bench strength
- B. Best-Fit Analysis
- C. determining readiness level
- D. Talent Pool

Correct Answer: B

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#### QUESTION 4

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

Correct Answer: A

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#### QUESTION 5

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.

Correct Answer: AC

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