



1Z0-1052-22^{Q&As}

Oracle Talent Management Cloud 2022 Implementation Professional

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QUESTION 1

When a talent pool is created, in what two ways can candidates for the pool be added?

- A. Added using Select and Add
- B. Added from a Succession Plan
- C. Find Best Fit
- D. Added from within a Talent Review Meeting
- E. Upload via a spreadsheet

Correct Answer: AC

QUESTION 2

Your client has 10 different vice-president jobs that are expected to have a high turnover rate. The client informs you that these jobs have identical or nearly identical skill sets. You are tasked with creating a succession plan, which has maximum plan strength. Which two tasks should be carried out to fulfill your client's requirements?

- A. Use the Job or Position plan type.
- B. Use the Incumbent plan type.
- C. Select and add a limited number of internal candidates.
- D. Select and add a large number of candidates.

Correct Answer: AC

QUESTION 3

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



QUESTION 4

Which two types of goals can be included in a Performance Document for review?

- A. Development Goals
- B. Organization Goals
- C. Performance Improvement Goals
- D. Performance Goals

Correct Answer: AD

QUESTION 5

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

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