



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

Oracle Talent Management Cloud 2019 Implementation Essentials

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### QUESTION 1

You are a functional analyst and have been tasked with creating new content items to be used in various profile templates.

What set of steps will you perform to accomplish this task?

- A. Create content type, create item, set fields to be displayed, associate rating model, and save and close.
- B. Create item, set the content type and content item fields, associate rating model, and save and close.
- C. Create item, set the content type and content item fields, associate rating model, and save and close, and repeat the preceding steps for all the required content items.
- D. Create item, set the content type and content item fields, save and close, and repeat the preceding steps for all the required content items.
- E. Create item and set the content item fields, set content type, save and close, and repeat the preceding steps for all the required content items.

Correct Answer: C

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### QUESTION 2

When setting up participant feedback in the performance evaluation template, which three statements are true?

- A. Managers can be named as responsible for the entirety of the feedback process.
- B. The Employee can be prevented from requesting and viewing feedback regarding their own performance by noting it on the performance template.
- C. Employees and Managers are required to manage the feedback task for each performance review.
- D. The performance evaluation can be set up so that the Employee can request, remind, and view feedback regarding their own performance.

Correct Answer: BCD

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### QUESTION 3

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 4

Which two worker information areas can be evaluated in a performance document?

- A. Qualifications
- B. Development Goals
- C. Performance Goals
- D. Languages
- E. Competencies

Correct Answer: CE

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#### 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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