



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

Oracle Talent Management Cloud 2019 Implementation Essentials

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### QUESTION 1

Which goal task can managers NOT perform for employees that report to them?

- A. Align goals
- B. Mass assign goals
- C. Assign goals
- D. Delete goals
- E. Print goals

Correct Answer: E

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### QUESTION 2

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 3

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 4

An HR specialist recently created a performance goal plan for his or her organization. Two new hires have joined the organization after the existing goal plan was created and assigned. Employee 1 is required to have all the goals in the existing goal plan. Employee 2 needs goals A1 and A2 in addition to the goals in the existing goal plan. Goals A1 and A2 need to be added to the goal library. Which statement addresses these requirements?

A. The HR specialist can assign Employee 1 to the existing goal plan, create a new goal plan with goals (A1 and A2) from the goal library, and then assign the new goal plan to Employee 2.

B. The HR specialist can create a new goal plan with goals from the existing goal plan, add goals A1 and A2 from the goal library, and assign them to both the new hires.

C. The HR specialist can add the eligibility criteria to new goals (A1 and A2) within the goal plan and assign both the new hires to the existing goal plan.

D. The HR specialist can add goals A1 and A2 to the goal library, add those goals to the existing goal plan, and then add both the new hires to the goal plan.

Correct Answer: B

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#### QUESTION 5

Which two options are available in the Page Layout field on the Create Questionnaire Template Contents page when creating a questionnaire template?

A. 3 column

B. 5 column

C. 2 column

D. 1 column

E. 4 column

Correct Answer: DE

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