



1Z0-1052^{Q&As}

Oracle Talent Management Cloud 2019 Implementation Essentials

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QUESTION 1

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 2

Which three statements are true about goal plans?

- A. Goal plans can be used to add goals to goal plans from other sources.
- B. Goals can be added to a Performance goal plan, which is assigned to an organization.
- C. Goal plans can be used to group goals to track them easily for a specific population and time period.
- D. Goals can be assigned to both individuals and an organization by assigning the goal plan to both individuals and an organization.
- E. Goal plan can be used to assign goals to a specific population.

Correct Answer: ACE

QUESTION 3

You are in the process of setting up a talent review meeting. When you log in to the application, the talent review template does not appear in the list of values. Identify the reason for the template not appearing in the list of values.

- A. The template is in Active status.
- B. The template is in Planned status.
- C. The template is in Approved status.
- D. The template is in Inactive status.
- E. The template is in Incomplete status

Correct Answer: E



QUESTION 4

Your company's appraisal policy requires that the content of the performance document be added in a collaborative manner.

Implementation requirements include:

Both the worker and the manager are required to rate the worker. Conduct a review meeting for the worker, which the worker must acknowledge. Both the manager and the worker should be able to give their comments on the entire evaluation process.

Workers and managers should start setting goals for the next period. To meet these requirements, what are the correct tasks and their sequence to be designed in the process flow?

- A. Set goals, worker self-evaluation, manager evaluation of worker, confirm review meeting held, set next period goals.
- B. Set goals, worker self-evaluation, manager evaluation of worker, share performance document, first approval, confirm review meeting held, provide final feedback.
- C. Set goals, first approval, manager evaluation of worker, worker self-evaluation, provide final feedback, second approval, set next period goals.
- D. Set goals, manager evaluation of worker, share performance document, confirm review meeting held, provide final feedback.
- E. Set next period goals, set goals, first approval, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback.
- F. Set goals, worker self-evaluation, manager evaluation of worker, provide final feedback, confirm review meeting held, set next period goals.

Correct Answer: B

QUESTION 5

What can you use Questionnaires for before a Talent Review meeting?

- A. to view and track development goals of workers outside of your direct reporting line
- B. to assign Development Goals to workers in your direct reporting line
- C. to calculate the worker potential rating during the content preparation stage
- D. to assign qualitative or quantitative measurements to assess the level of success of achieving a goal

Correct Answer: C