**Vendor:**Oracle

**Exam Code:**1Z0-1052

**Exam Name:**Oracle Talent Management Cloud 2019 Implementation Essentials

**Version:**Demo

**QUESTION 1**

Which functionality in Talent management enables an HR specialist to select an individual based on a specific list of requirements?

A. Person Portrait

B. Best-Fit Analysis

C. Profile Comparison

D. Profile Search

Correct Answer: B

---

**QUESTION 2**

After the performance document status is marked complete and goals are updated in Goal Management, can further changes be made to the goals in the performance document, either directly or through Goal Management?

A. Goals can be updated in the performance document by using Goal Management, but only by the manager.

B. Goals can be updated in the performance document by using Goal Management, but only by the worker.

C. Goals can be updated in the performance document by both the manager and the worker by using Goal Management only.

D. Goals can be updated in the performance document by both the manager and the worker.

E. Goals cannot be updated in the performance document by the manager or the worker.

Correct Answer: B

---

**QUESTION 3**

You configure questions and responses in the question library to add to the questionnaire. Identify four question types that can be defined in the question library.

A. Additional response ?It is used to provide additional information or add attachments.

B. No response ?It is used to provide additional information or allow respondents to add attachments.

C. Single choice ?Respondent selects a single choice from selections you provide.

D. Text ?Respondent enters a response in a test field.

E. Multiple choice ?You provide responses and respondents select one or more responses from the options available.

Correct Answer: ACDE

---

**QUESTION 4**

Your organization may require an annual performance evaluation that includes any or all of the sections. Which four section types are valid for performance document template sections?

A. Manager only Questionnaire

B. Profile Content to rate worker competencies

C. Manager Final Feedback

D. Worker Final Feedback

E. Goals to rate worker goals

Correct Answer: BCDE

---

**QUESTION 5**

Which two statements are true about organization goals?

A. They can be shared with people in the organization and with those outside the organization.

B. Another organization\\'s leader can align their organization goal to that of a different leader\\'s organization goal.

C. They can be transferred from one organization owner to another.

D. They can be seen by anyone in the organization after being published.

E. They can be seen by anyone in the enterprise.

Correct Answer: AC

---

**QUESTION 6**

Which two statements are true for each type of questionnaire questions?

A. For the single select question type, the possible responses can be configured only to appear in a single select choice list.

B. For the single select question type, you can specify that the possible responses appear either in a single select choice list or as radio buttons.

C. You may configure specific responses and select the presentation method to determine how the response appears.

D. You may configure specific responses, but you cannot select the presentation method to determine how the response appears.

E. For the single select question type, the possible responses can be configured only to appear as radio buttons.

Correct Answer: BC

---

**QUESTION 7**

The Privacy setting controls access to the questionnaire or template. Select two statements that are true.

A. Private: Only the owner and line managers can edit the questionnaire or template.

B. Private: Only the owner can edit the questionnaire or template.

C. Public: Anyone with permission to access the questionnaire or template can edit it.

D. Public: Anyone with or without permission to access the questionnaire or template can edit it.

E. Private: Only the owner and HR administrator can edit the questionnaire or template.

Correct Answer: BC

---

**QUESTION 8**

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

---

**QUESTION 9**

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 10**

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

---

**QUESTION 11**

Identify four correct statements about the performance template.

A. In the performance template, you can specify the processing rules for the document, and enter the periods for which the performance documents are valid.

B. In the performance template, you can edit sections in the template.

C. In the performance template, you can select the roles that can access the performance documents created from the template.

D. In the performance template, you can set rating distributions.

E. In the performance template, you can set default ratings.

F. In the performance template, you can select the document type, sections, process flows to use, and any additional content on which to rate workers.

Correct Answer: ABCF

---

**QUESTION 12**

The Department Manager has created an organization goal "Improve Organization Sales." The goal is assigned to all workers who fall under the organization hierarchy. The goal-setting process is completed across the organization. At the midpoint of the goal period, the Department Manager would like to know if the workers in his or her organization are achieving the goals that are aligned to the organization\\'s goal "Improve Organization Sales." How can the Department Manager see the desired information?

A. By viewing either the Goal Alignment Summary report of the Goal Progress Summary report

B. By viewing the Goal Alignment Summary report

C. By viewing the Goal Progress Summary report. The infographics, the pie chart, for each goal on My Organization Goals page will show the summary of aligned goals in different statuses.

D. By creating a new dashboard report on the Organization Goals page

E. By creating a new dashboard report on the My Goals page.

Correct Answer: B