



# 1Z0-1052-20<sup>Q&As</sup>

Oracle Talent Management Cloud 2020 Implementation Essentials

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### QUESTION 1

You have a requirement in your company to set up model talent profiles for various jobs and positions in your organization's hierarchy.

Which profile type template will suit your requirement?

- A. Document the requirements and create a model person profile, job profile, and position profile.
- B. Document the requirements and create a model profile which can be used only for positions.
- C. Document an incumbent's talent and create a model person profile and use it for either the job or the position that you want to create.
- D. Document the requirements and create a model profile, which can be used only for jobs.
- E. Document the requirements and create a model profile, which can be used for both jobs and positions.

Correct Answer: E

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### QUESTION 2

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

Correct Answer: ACDE

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### QUESTION 3

What is the maximum number of section types that you can configure in a performance template to meet the requirements of a semiannual evaluation of a company and what are the section types?

- A. two; rating model for risk and impact of loss, and overall summary to provide the overall rating of the worker or manager
- B. three; profile content to rate worker competencies, goals to rate worker goals, and rating model for risk and impact of loss
- C. five; goals to rate worker goals, overall summary, worker final feedback, manager final feedback, and profile content to rate worker competencies



D. five; profile content to rate worker competencies, goals to rate worker goals, overall summary, worker final feedback, and peer review

E. three; HR Specialist final feedback along with rating, overall summary region, and profile content to rate workers\' risk of loss

F. four; worker and peer final feedback, manager review, HR review, and profile content to assess career preferences

Correct Answer: D

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#### QUESTION 4

When a manager is terminated, how will you reassign the performance document and the corresponding tasks of his or her reports to the new manager?

A. The new manager can be made responsible for the tasks associated with the performance document by using the Transfer Performance Document function.

B. A new performance document has to be created for the report whose manager has been terminated and it has to be assigned to his or her new manager.

C. The performance documents are automatically reassigned to the report\'s new manager.

D. The worker must reassign the new manager to their performance document.

E. New managers can assign tasks in the performance document to themselves.

Correct Answer: C

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#### QUESTION 5

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

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