



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

Oracle Talent Management Cloud 2020 Implementation Essentials

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### QUESTION 1

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

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### QUESTION 2

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 3

Identify three setup tasks required before goals can be managed.

- A. Manage goal library.
- B. Manage worker goal setting lookups.
- C. Manage goal management notification.



- D. Mass-assign goals.
- E. Manage value sets (if flexfields are deployed for goals).

Correct Answer: BCD

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#### QUESTION 4

Which are two of guidelines to follow when creating a questionnaire template or questionnaire?

- A. Determine the intended participant for the questionnaire ?Is the questionnaire for a widespread audience or specific group?
- B. A questionnaire can be created without a template.
- C. Format basic information ?Make it easier to categorize and control access.
- D. Make sure that the questionnaire template is fully configured because questionnaires created based on a template cannot override template settings.

Correct Answer: CD

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#### QUESTION 5

Which three statements are true about the Notes added in the Talent Review Meeting?

- A. Business Leaders create and manage notes on the Talent Review dashboard.
- B. Reviewers can see all notes created for the meeting for their direct and indirect reports.
- C. Reviewers create and manage notes for their direct and indirect reports on the Prepare Review Content page.
- D. Facilitators create and manage notes on the Talent Review dashboard.

Correct Answer: BCD

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