



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

Oracle Talent Management Cloud 2019 Implementation Essentials

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### QUESTION 1

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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### QUESTION 2

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

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### QUESTION 3

The Human Resources department manager informs the Human Resource Specialist that Employee 1, who is Head of Sales, plays a vital role in the organization and they must plan for the successors of the employee. What should the Human Resource Specialist do?

- A. Create an Incumbent Succession Plan for Employee 1.
- B. Create a Job Succession Plan for the Head of Sales job.
- C. Create a Position Succession Plan for the Head of Sales position.
- D. Create a Job Profile Succession Plan for the Sales job profile.



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E. Create a Job Family Succession Plan for the Sales job family.

Correct Answer: A

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#### QUESTION 4

After the completion of the performance document, the employees profile is updated. The HR user wants to be able to identify the source of the ratings that appear in the employees profile. Which object helps a user distinguish between the sources of the ratings?

- A. Content Type
- B. Content Section
- C. Instance Qualifier
- D. Content Item
- E. Content Library

Correct Answer: A

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#### QUESTION 5

Your customer wants a list of items that managers should consider doing when creating their goals, so that subordinates can create goals that align with or support their managers\' goals. Select two options that should be included in the training materials for managers to satisfy this requirement.

- A. publishing Performance Goals
- B. Publishing Organization Goals
- C. sharing Performance Goals
- D. aligning goals
- E. sharing Organization Goals
- F. assigning goals

Correct Answer: DE

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