



1Z0-1052^{Q&As}

Oracle Talent Management Cloud 2019 Implementation Essentials

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QUESTION 1

The HR manager is planning for the next goal plan period. She finds that the current goal plan template being used by the organization does not reflect the latest organization-wide changes with respect to goal management.

How should the HR manager incorporate the changes?

- A. Update the goal-setting options in the current goal plan template.
- B. Add a new goal plan period row to the current template and update the goal-setting options.
- C. Update the goal management profile options.
- D. Create a new template and edit the goal settings in the new template.
- E. Delete the currently used template and create a new one.

Correct Answer: C

QUESTION 2

When exploring roles that may be of interest to you, other than manually searching for a role, which two categories are available on the Explore Roles tile?

- A. Best Matches
- B. Departmental Roles
- C. Recommended Roles from Manager and HR Specialist
- D. Recommendations from Peers

Correct Answer: AB

QUESTION 3

Which statement is true regarding the order of the creation of questionnaires?

- A. You can create a questionnaire with or without creating a template first.
- B. When you create a questionnaire from a template, you cannot edit the configuration settings in the questionnaire that were inherited from the template.
- C. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.
- D. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.



E. You must first create the template. You can then edit the configuration settings in the questionnaire that were inherited from the template.

Correct Answer: E

QUESTION 4

A company uses the band method for the overall summary, sum method for the goals section, and average method for the competencies section with rating points. For an employee, the score for the competencies section is 50, and the score for the goals section is 20. The table shows the rating point ranges set up for the overall section rating model to assign the rating level for the overall rating. What is the overall rating of the employee?

Rating Points From	Rating Points To	Rating Level
0	15	A
16	30	D
31	45	C
46	60	B
61	75	E

- A. A
- B. D
- C. E
- D. C
- E. B

Correct Answer: C

QUESTION 5

Which statement is true about selecting Job and Position information for the talent pool?

- A. Job and Department fields are populated and disabled when Position is selected first.
- B. Job Family and Job Profile are enabled when Position is selected first.
- C. The Grade field is disabled.
- D. Additional fields are restricted when Department is selected first.

Correct Answer: C