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Oracle Talent Management Cloud 2019 Implementation Essentials

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QUESTION 1

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 2

When a descriptive flexfield is deployed for a goal template, which will that flexfield will be visible for?

- A. None of the above
- B. Existing goals using that goal template
- C. New goals that are created from that moment on, using that template
- D. All goals previously created using that template along with goals created going forward using that template

Correct Answer: D

QUESTION 3

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

**QUESTION 4**

You need to mass-assign goals that exist in the goal library. The requirements are as follows:

Performance goals A1, A2, and A3 should be assigned to Manager 1's direct reports. Development goals

B1, B2, and B3 should be assigned to Manager 2's direct reports.

Which option accomplishes these requirements?

- A. Manager 1 and Manager 2 shares goals A1, A2, and A3 and B1, B2, and B3 with direct reports, respectively.
- B. The organization owner should add goals A1, A2, A3, B1, B2, and B3 so they can be accessible as organization goals.
- C. The HR Specialist selects goals from the goal library, and then assigns them to the appropriate population.
- D. Manager 1 adds goals A1, A2, and A3 and manager 2 adds goals B1, B2, and B3 to their direct reports' performance documents.

Correct Answer: D

QUESTION 5

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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