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QUESTION 1

An HR specialist recently created a performance goal plan for his or her organization. Two new hires have joined the organization after the existing goal plan was created and assigned. Employee 1 is required to have all the goals in the existing goal plan. Employee 2 needs goals A1 and A2 in addition to the goals in the existing goal plan. Goals A1 and A2 need to be added to the goal library. Which statement addresses these requirements?

- A. The HR specialist can assign Employee 1 to the existing goal plan, create a new goal plan with goals (A1 and A2) from the goal library, and then assign the new goal plan to Employee 2.
- B. The HR specialist can create a new goal plan with goals from the existing goal plan, add goals A1 and A2 from the goal library, and assign them to both the new hires.
- C. The HR specialist can add the eligibility criteria to new goals (A1 and A2) within the goal plan and assign both the new hires to the existing goal plan.
- D. The HR specialist can add goals A1 and A2 to the goal library, add those goals to the existing goal plan, and then add both the new hires to the goal plan.

Correct Answer: B

QUESTION 2

A Human Resources Manager informs the Human Resource Specialist that an Incumbent Succession Plan needs to be updated. The Human Resource Specialist is unable to find the Incumbent Succession Plan. What is the cause of this?

- A. The Human Resource Specialist is not the owner of the Succession Plan even though the data role of the Human Resource Specialist allows him to search for the employee in the person management search.
- B. The Human Resource Specialist is one of the owners of the Succession Plan; however, the privacy of the plan is Private.
- C. The Human Resource Specialist is one of the owners of the Succession Plan; however, the data role of the Human Resource Specialist doesn't allow him to search for the employee in person management search.
- D. The Human Resource Specialist is not the owner of the Succession Plan even though the privacy of the plan is Public.

Correct Answer: C

QUESTION 3

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

QUESTION 4

A manager has several goals and has assigned some of those goals to his or her direct reports. However, when direct reports complete the goal, their profiles are not updated with the competencies associated with the goal as Target Outcomes. What is the reason that the competencies were not added to the profiles?

- A. The Target Outcome was added to the goal after the goal was submitted.
- B. The Target Outcome was added after the goal was assigned to the direct reports.
- C. Goal Tasks were not associated with the goal.
- D. The Target Outcome was added, but the target proficiency was not selected.
- E. The goal was assigned to the direct reports after the Target Outcome was added.

Correct Answer: C

QUESTION 5

Your customer wants the Goals and Competency sections of the performance template to be populated based on the Job which is assigned to a worker. What two options should you use to configure this requirement?

- A. Populate the Job profile with Job-specific Competencies and in the performance template section of Competencies setup, choose the option of Use Specific Profile and select Job profile.
- B. Create an eligibility profile based on worker Job and the HR Specialist could mass insert Goals into already created performance documents using the Mass Assign process.
- C. Create an eligibility profile based on worker Job and the HR Specialist could mass insert Competencies into already created performance documents using the Mass Assign process.
- D. Create an eligibility profile based on worker Job and populate worker Competencies using the Mass Assign process before the creation of the performance document. In the performance template section of Goals, choose the option of Use Employee's Competencies.
- E. Populate the Job profile with Job-specific Goals and in the performance template section of Goals setup, choose the option of Use Specific Profile and select Job profile.
- F. Create an eligibility profile based on worker Job and populate worker Goals using the Mass Assign process before the creation of the performance document. In the performance template section of Goals, choose the option of Use Employee's Goals.

Correct Answer: EF



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