



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

Oracle Talent Management Cloud 2019 Implementation Essentials

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### QUESTION 1

Which two worker information areas can be evaluated in a performance document?

- A. Qualifications
- B. Development Goals
- C. Performance Goals
- D. Languages
- E. Competencies

Correct Answer: CE

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### QUESTION 2

Your customer wants Project Managers to evaluate employees on Competencies but not on Goals when both Goals and Competencies are present in the performance document. How should you achieve this?

- A. Create a project manager performance role and attach it to the competency and overall rating section.
- B. This could be achieved only by using the Matrix Manager Role; the role could be attached to the performance template competency section.
- C. Create a project manager security role with data access restricted to competency profile type.
- D. Attach a security profile with only competency profile type access to the Matrix manager performance role.

Correct Answer: D

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### QUESTION 3

Which goal task can managers NOT perform for employees that report to them?

- A. Align goals
- B. Mass assign goals
- C. Assign goals
- D. Delete goals
- E. Print goals

Correct Answer: E

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#### QUESTION 4

You are implementing Oracle Goal Management for a midsize company. Your customer wants to add goals from a legacy application. These goals need to be available to all workers, managers, and organization owners.

Identify two ways to satisfy these requirements.

- A. Add goals to a goal plan.
- B. Add goals to the goal library.
- C. Add the goals as an organizational owner.
- D. Upload goals into the goal library by using an application-generated spreadsheet.

Correct Answer: CD

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#### QUESTION 5

You are an HR specialist for the Manufacturing Department of your company. This department contains a total of six employees and your CEO has instructed you to perform the following steps:

Determine how well the employees' profiles match a job or position profile. Run an analysis, which compares competencies, licenses, and certifications.

The process described above is \_\_\_\_\_.

- A. determining plan bench strength
- B. Best-Fit Analysis
- C. determining readiness level
- D. Talent Pool

Correct Answer: B

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