

[Jul-2023 Get 100% Real 1z0-1052-22 Exam Questions, Accurate & Verified Actualtests4sure Dumps in the Real Exam! [Q26-Q44]

[Jul-2023 Get 100% Real 1z0-1052-22 Exam Questions, Accurate & Verified Actualtests4sure Dumps in the Real Exam! Pass Your Oracle Talent Management Cloud Exams Fast. All Top 1z0-1052-22 Exam Questions Are Covered.

The exam covers a wide range of topics, including but not limited to, core HR, performance management, talent review, career development, succession planning, and compensation management. The exam also covers the best practices for implementing and managing Oracle Talent Management Cloud solutions, including the use of tools such as Oracle HCM Data Loader, Oracle Fusion Applications, and Oracle Transactional Business Intelligence.

The Oracle Talent Management Cloud is a comprehensive suite of applications that enables organizations to manage their entire talent lifecycle, from recruitment to retirement. The certification exam focuses on the implementation of this suite of applications, including core HR, workforce management, talent acquisition, and talent management.

QUESTION 26

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?

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

QUESTION 27

In a performance evaluation, which three options can be accessed by Performance Roles?

- * Performance document period
- * Competency section rating scale
- * Competency Section
- * Goals section rating scale
- * Questionnaire
- * Goals Section

QUESTION 28

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?

- * Best Matches
- * Departmental Roles

- * Recommended Roles from Manager and HR Specialist
- * Recommendations from Peers

QUESTION 29

You have specified the minimum number of participants for each role in the performance template.

Which statement is correct regarding creating the performance document?

- * You cannot add any more participants over and above the minimum number specified for the role.
- * You can add only two more participants over and above the minimum number specified for the role.
- * You can add more participants over and above the minimum number specified for the role.
- * You can add only one more participant over and above the minimum number specified for the role.

QUESTION 30

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?

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

QUESTION 31

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
- * D
- * E
- * C
- * B

QUESTION 32

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?

- * By viewing either the Goal Alignment Summary report or the Goal Progress Summary report
- * By viewing the Goal Alignment Summary report
- * 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.
- * By creating a new dashboard report on the Organization Goals page
- * By creating a new dashboard report on the My Goals page.

QUESTION 33

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?

- * The new manager can be made responsible for the tasks associated with the performance document by using the Transfer Performance Document function.
- * 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.
- * The performance documents are automatically reassigned to the report's new manager.
- * The worker must reassign the new manager to their performance document.
- * New managers can assign tasks in the performance document to themselves.

QUESTION 34

What are two reasons an employee cannot access a goal from the goal library while adding a goal?

- * Goal plan assigned to the employee is not part of the current review period.
- * Goal created in the library is outside the Start Date and Target Completion Date.
- * Goal Library profile option is not enabled.
- * The goal is not with Active status in the goal library.
- * Goal Library is not available to the employee.

QUESTION 35

Which two statements are true regarding succession plan strength?

- * It is also known as plan bench strength.
- * It is a non-calculated description of succession plan that is determined by the number of candidates in the plan and their risk of loss.
- * It is a non-calculated description of succession plans that is determined by the number of candidates in the plan and their readiness.
- * It can be manually overridden.

QUESTION 36

One of the workers reporting to you is appearing in the holding area.

Which three are possible reasons for the worker to be in the holding area?

- * The worker was not rated before the talent review meeting.

- * The worker has been placed in the holding area by you during the talent review meeting.
- * The box in which the worker should appear has multiple ratings mapped to it, resulting in the worker being placed in the holding area.
- * The performance rating model that is used to assess the worker's overall performance rating differed from the performance rating model selected on the talent review configuration template.
- * The Skills and Qualifications of the Employee's profile are incomplete.

QUESTION 37

Which two options are available in the Page Layout field on the Create Questionnaire Template Contents page when creating a questionnaire template?

- * 3 column
- * 5 column
- * 2 column
- * 1 column
- * 4 column

QUESTION 38

Which two types of goals can be included in a Performance Document for review?

- * Development Goals
- * Organization Goals
- * Performance Improvement Goals
- * Performance Goals

QUESTION 39

After the performance document status is marked complete and goals are updated in Goal Management, can further changes be made to the goals in the performance document, either directly or through Goal Management?

- * Goals can be updated in the performance document by using Goal Management, but only by the manager.
- * Goals can be updated in the performance document by using Goal Management, but only by the worker.
- * Goals can be updated in the performance document by both the manager and the worker by using Goal Management only.
- * Goals can be updated in the performance document by both the manager and the worker.
- * Goals cannot be updated in the performance document by the manager or the worker.

QUESTION 40

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?

- * Create an Incumbent Succession Plan for Employee 1.
- * Create a Job Succession Plan for the Head of Sales job.
- * Create a Position Succession Plan for the Head of Sales position.
- * Create a Job Profile Succession Plan for the Sales job profile.
- * Create a Job Family Succession Plan for the Sales job family.

QUESTION 41

While conducting a Talent Review Meeting for an organization, the Facilitator is unable to move the workers from one box to another box within the box chart.

What setting should be updated to enable the Facilitator to move employees in the 9-box or at what stage is it enabled?

- * The Facilitator should update the Meeting Date to a past date (date earlier than the system date).
- * The Facilitator should update the Data Submission deadline to a past date (date earlier than the system date).
- * The Facilitator should conduct the meeting only after all the Review Participants have submitted the Review Content Data.
- * The Facilitator should update the Status of the meeting to In Progress if the Meeting Date is scheduled on a future date.

QUESTION 42

Which two statements are true regarding a performance template section?

- * The Goals section can be weighted but not rated.
- * The Overall Summary section can be rated but not weighted.
- * The Manager Final Feedback section can be rated and weighted.
- * The Worker Final Feedback section can be rated and weighted.
- * The Profile Content section can be both rated and weighted.

QUESTION 43

What should a manager do if he has assigned an organization goal to his direct reports, but intends to change the target completion date of Goals for the direct reports?

- * Sign in as the manager, go to Navigator/About me/ Goals/ My Worker Goals. Select the goal assigned by him and click Edit. Change the target completion date and click Submit.
- * Manager cannot change the Target completion date of the assigned organizational Goal.
- * Sign in as the manager, go to Navigator/ About me/ Goals/ My Organization Goals. Select the goal created by him and click Edit. Change the target completion date and click Submit.
- * Sign in as the manager, go to Navigator/ About me/ Goals/ My Organization Goals. Delete the assigned goal and select a new goal created by him with the new target completion date and assign the newly created goal.

QUESTION 44

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

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

Oracle 1z0-1052-22 Exam Syllabus Topics:

TopicDetailsTopic 1- Perform talent search and profile comparisons- Implement questionnaires and templatesTopic 2- Describe talent pools integrations- Evaluate goals and competencies- Succession Plans and Talent PoolsTopic 3- Configure talent review dashboard options- Configure performance setup optionsTopic 4- Implement performance document approvals- Define questionnaire objectivesTopic 5- Set goals and competencies in a performance document- Describe goal management conceptsTopic 6- Configure performance notifications- Describe succession management integrationsTopic 7- Build

performance template sections- Configure eligibility criteria- Create and manage succession plansTopic 8- Explain concepts and processes for Development Goals, Exploring Roles, and Careers of Interest- Configure goal setup options

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