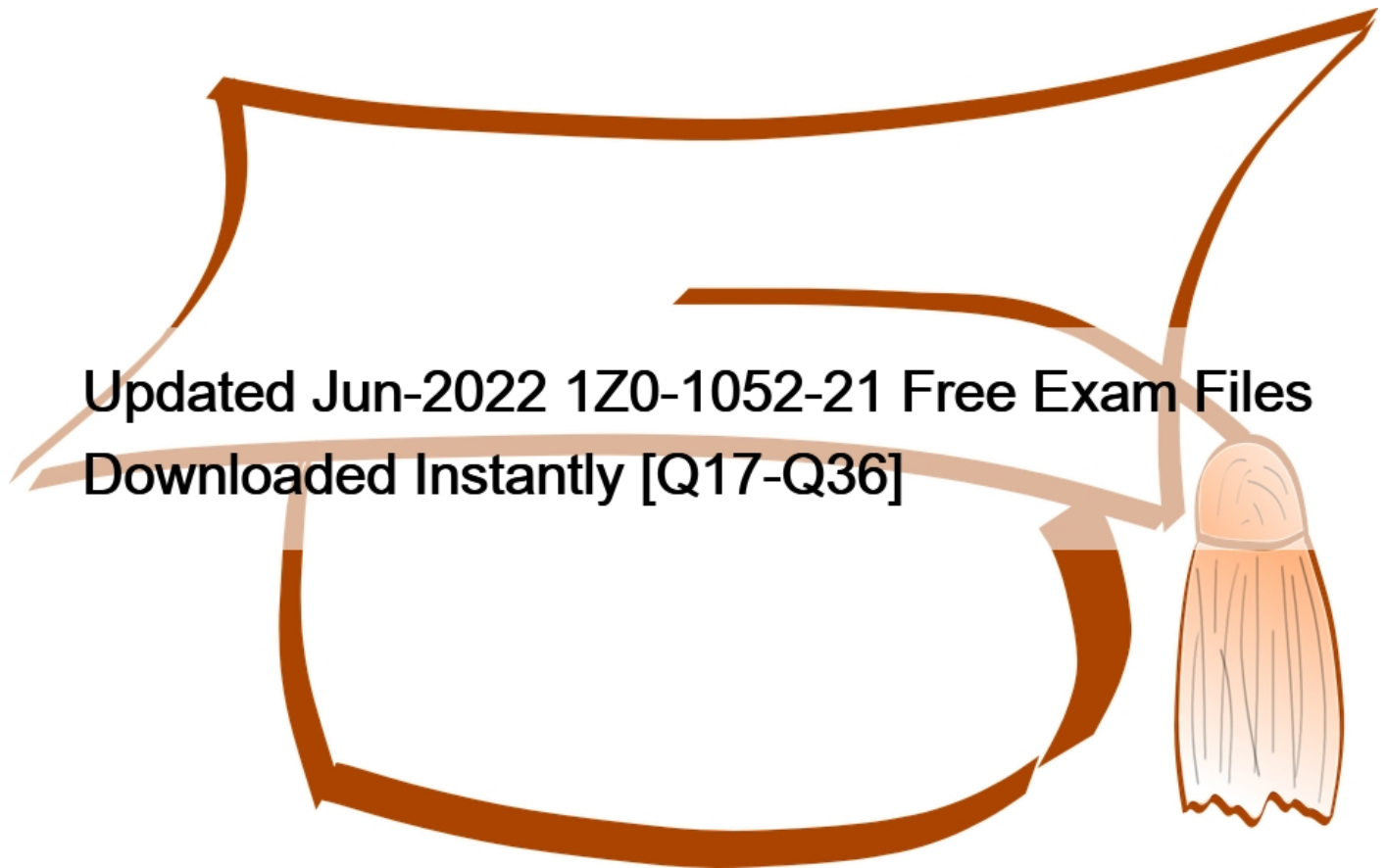


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NEW QUESTION 17

Which two statements are true regarding adding goals to and removing goals from a talent pool?

- * When you add a goal to a pool, all members of the pool are assigned the goal.
- * If you remove a development goal from a talent pool, that goal will be automatically removed from the workers' goals list, which inherited the goal from the talent pool.
- * You can only add goals that exist in the goal library.
- * When you add a goal to pool members who already have that goal as one of their existing goals, the goal will be duplicated in their goal list.

NEW QUESTION 18

You are implementing Oracle Performance Management Cloud with the requirements that during performance evaluation, a manager should be able to allocate rewards to direct reports and also be able to promote them.

How do you meet these requirements?

- * In the performance process flow setup, include the tasks Allocate Rewards and Manage Promotions.
- * Recommend that the client perform those tasks outside the performance evaluation process in compensation management.
- * Include the Manage Promotions task in the process flow, but handle rewards separately in compensation management.
- * Include the Allocate Rewards subtask in the process flow, but handle promotions separately in core HR.
- * Configure the performance document sections to include rewards and promotions.

NEW QUESTION 19

Identify two correct statements for Goal Plan setup.

- * Long-term goals can only be created within long-term goal plans and cannot exist across goal plans.
- * The review period attached to a Goal Plan restricts the user from creating long-term goals.
- * The start and end dates of a Goal Plan have to be within the review period.
- * Goal Plan dates are defaulted from review period dates.
- * The performance document attached to a Goal Plan decides the Goal Plan inclusion in a performance document.

NEW QUESTION 20

The Performance document has an approval step right after the manager Evaluation step in a Performance process flow which also has a Self Evaluation step. In the same performance process flow, the option of

“Evaluation tasks can be performed concurrently” is selected.

What happens to the document control when the approval task is triggered and the document approver rejects the approval request?

- * The control of the document remains with the approver until the performance document is shared.
- * The control of the document comes to the worker.
- * The control of the document comes to the worker’s Line Manager.
- * The control of the document is open and whoever opens and saves the document first, the document is locked for that role.

NEW QUESTION 21

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.

NEW QUESTION 22

You have a requirement in your company to set up model talent profiles for various jobs and positions in your organization’s hierarchy.

Which profile type template will suit your requirement?

- * Document the requirements and create a model person profile, job profile, and position profile.
- * Document the requirements and create a model profile which can be used only for positions.
- * Document an incumbent’s talent and create a model person profile and use it for either the job or the position that you want to create.
- * Document the requirements and create a model profile, which can be used only for jobs.

- * Document the requirements and create a model profile, which can be used for both jobs and positions.

NEW QUESTION 23

You have created a talent review dashboard and have not enabled the holding area. One of the workers has not been rated before the talent review meeting.

Where would you see the worker during the talent review meeting?

- * The worker will appear in the box chart analytic, but will be excluded from the review.
- * The worker will not appear in the box chart analytic, but will be included in the review.
- * The worker will appear in the box chart analytic and will be included in the talent review.
- * The worker will not appear in the box chart analytic and will be excluded from the review.

NEW QUESTION 24

Your organization may require an annual performance evaluation that includes any or all of these sections.

Which four section types are valid for performance document template sections?

- * Manager only Questionnaire
- * Profile Content to rate worker competencies
- * Manager Final Feedback
- * Worker Final Feedback
- * Goals to rate worker goals

NEW QUESTION 25

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

NEW QUESTION 26

What is the maximum number of section types that you can configure in a performance template to meet the requirements of a semiannual evaluation of a company and what are the section types?

- * two; rating model for risk and impact of loss, and overall summary to provide the overall rating of the worker or manager
- * three; profile content to rate worker competencies, goals to rate worker goals, and rating model for risk and impact of loss
- * five; goals to rate worker goals, overall summary, worker final feedback, manager final feedback, and profile content to rate worker competencies
- * five; profile content to rate worker competencies, goals to rate worker goals, overall summary, worker final feedback, and peer review
- * three; HR Specialist final feedback along with rating, overall summary region, and profile content to rate workers' risk of loss
- * four; worker and peer final feedback, manager review, HR review, and profile content to assess career preferences

NEW QUESTION 27

You are a manager and are viewing the career development page for one of your employees. Which tile (section) on the career

development page is hidden from you?

- * Favorites
- * Explore Roles
- * Career of Interest
- * Overview

NEW QUESTION 28

What are two reasons an employee cannot access a goal from the goallibrary 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.

NEW QUESTION 29

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?

- * 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.
- * 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.
- * Create an eligibility profile based on worker Job and the HR Specialist could mass insert Competencies into already created performance documents using the MassAssign process.
- * 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.
- * 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.
- * 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.

NEW QUESTION 30

Identify three setup tasks required before goals can be managed.

- * Manage goal library.
- * Manage worker goal setting lookups.
- * Manage goal management notification.
- * Mass-assign goals.
- * Manage value sets (if flexfields are deployed for goals).

NEW QUESTION 31

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.

NEW QUESTION 32

Your client has 10 different vice-president jobs that are expected to have a high turnover rate. The client informs you that these jobs have identical or nearly identical skill sets. You are tasked with creating a succession plan, which has maximum plan strength.

Which two tasks should be carried out to fulfill your client's requirements?

- * Use the Job or Position plan type.
- * Use the Incumbent plan type.
- * Select and add a limited number of internal candidates.
- * Select and add a large number of candidates.

NEW QUESTION 33

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

NEW QUESTION 34

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

NEW QUESTION 35

Identify four correct statements about the performance template.

- * In the performance template, you can specify the processing rules for the document, and enter the periods for which the performance documents are valid.
- * In the performance template, you can edit sections in the template.
- * In the performance template, you can select the roles that can access the performance documents created from the template.
- * In the performance template, you can set rating distributions.
- * In the performance template, you can set default ratings.
- * In the performance template, you can select the document type, sections, process flows to use, and any additional content on which to rate workers.

NEW QUESTION 36

Which are two of guidelines to follow when creating a questionnaire template or questionnaire?

- * Determine the intended participant for the questionnaire – Is the questionnaire for a widespread audience or specific group?
- * A questionnaire can be created without a template.
- * Format basic information – Make it easier to categorize and control access.
- * Make sure that the questionnaire template is fully configured because questionnaires created based on a template cannot override template settings.

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