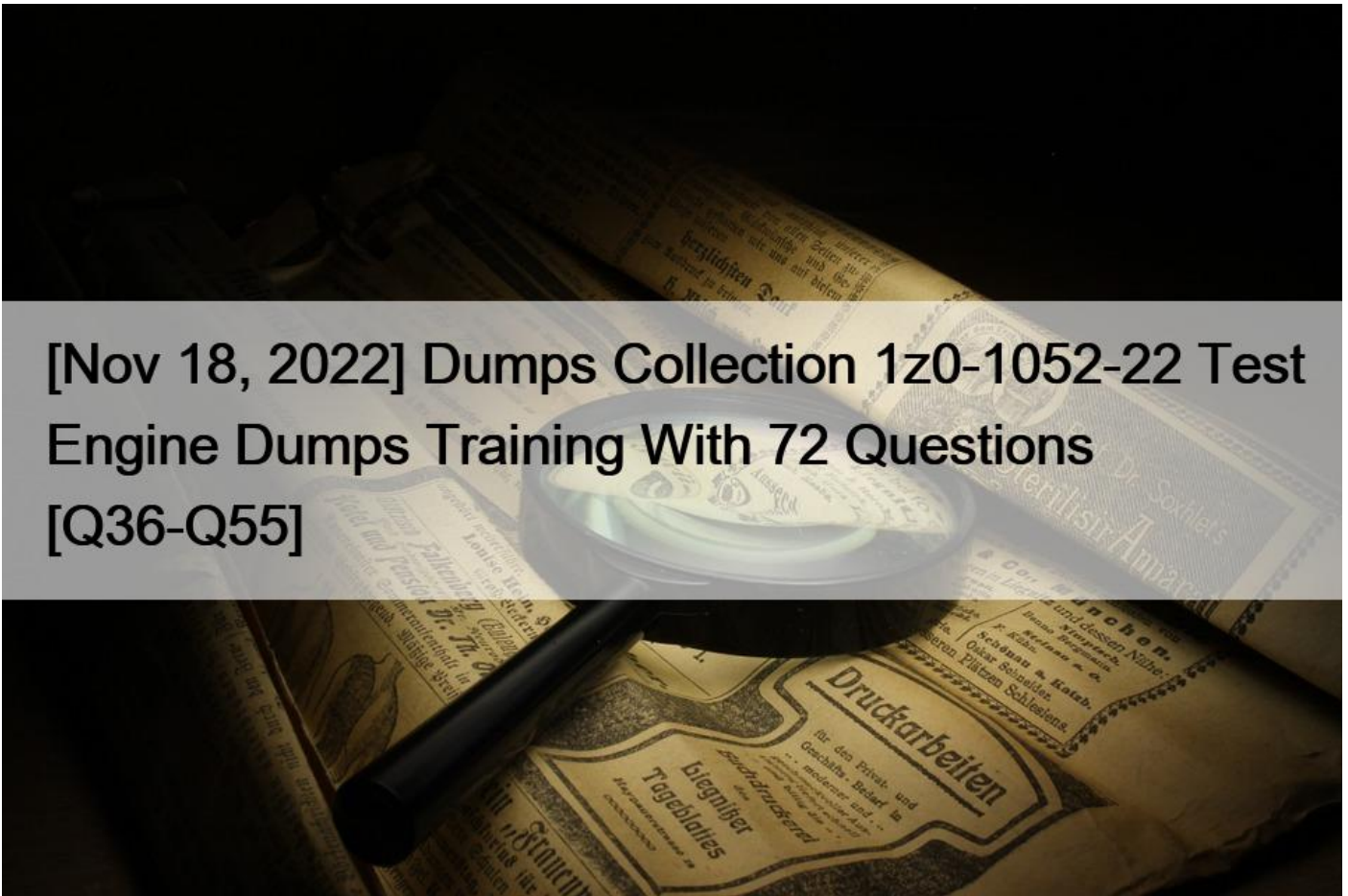


## [Nov 18, 2022 Dumps Collection 1z0-1052-22 Test Engine Dumps Training With 72 Questions [Q36-Q55]



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Oracle 1z0-1052-22 Dumps - 100% Cover Real Exam Questions

**Q36.** 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?

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

**Q37.** Which three statements are true about the Notes added in the Talent Review Meeting?

- \* Business Leaders create and manage notes on the Talent Review dashboard.
- \* Reviewers can see all notes created for the meeting for their direct and indirect reports.
- \* Reviewers create and manage notes for their direct and indirect reports on the Prepare Review Content page.
- \* Facilitators create and manage notes on the Talent Review dashboard.

**Q38.** The Privacy setting controls access to the questionnaire or template. Select two statements that are true.

- \* Private: Only the owner and line managers can edit the questionnaire or template.
- \* Private: Only the owner can edit the questionnaire or template.
- \* Public: Anyone with permission to access the questionnaire or template can edit it.
- \* Public: Anyone with or without permission to access the questionnaire or template can edit it.
- \* Private: Only the owner and HR administrator can edit the questionnaire or template.

**Q39.** 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

**Q40.** Where do reviewers create and manage notes for their direct and indirect reports for a Talent Review Meeting?

- \* Prepare Review Content page
- \* Talent Review Dashboard
- \* Show Details dialog box
- \* Manage Notes and Tasks page

**Q41.** The performance template is configured in such a way that the Performance Rating given by the manager against a content item is going to update the worker's profile. Which two statements are true?

- \* Rating an item can be made mandatory.
- \* The Instance Qualifier for the update will be 'Supervisor'.
- \* The Job (Model) Profile for the worker can also be updated.
- \* The Instance Qualifier for the update will be 'Reviewer ID'.

**Q42.** Your company's appraisal policy requires that the content of the performance document be added in a collaborative manner.

Implementation requirements include:

Both the worker and the manager are required to rate the worker.

Conduct a review meeting for the worker, which the worker must acknowledge.

Both the manager and the worker should be able to give their comments on the entire evaluation process.

Workers and managers should start setting goals for the next period.

To meet these requirements, what are the correct tasks and their sequence to be designed in the process flow?

- \* Set goals, worker self-evaluation, manager evaluation of worker, confirm review meeting held, set next period goals.
- \* Set goals, worker self-evaluation, manager evaluation of worker, share performance document, first approval, confirm review meeting held, provide final feedback.
- \* Set goals, first approval, manager evaluation of worker, worker self-evaluation, provide final feedback, second approval, set next period goals.
- \* Set goals, manager evaluation of worker, share performance document, confirm review meeting held, provide final feedback.
- \* Set next period goals, set goals, first approval, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback.

\* Set goals, worker self-evaluation, manager evaluation of worker, provide final feedback, confirm review meeting held, set next period goals.

**Q43.** Which three statements are true about goal plans?

- \* Goal plans can be used to add goals to goal plans from other sources.
- \* Goals can be added to a Performance goal plan, which is assigned to an organization.
- \* Goal plans can be used to group goals to track them easily for a specific population and time period.
- \* Goals can be assigned to both individuals and an organization by assigning the goal plan to both individuals and an organization.
- \* Goal plan can be used to assign goals to a specific population.

**Q44.** 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.

**Q45.** 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

**Q46.** 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.

**Q47.** Which two actions must be completed before an employee can add a goal to their goal plan?

- \* Weighting must be enabled in the goal plan.
- \* The goal plan must include the worker's goal.
- \* The employee must have a goal plan assigned to them.
- \* The worker must select the goal from the goal library.
- \* The worker must select the goal plan when creating the goal.

**Q48.** 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.

**Q49.** What can you use Questionnaires for before a Talent Review meeting?

- \* to view and track development goals of workers outside of your direct reporting line

- \* to assign Development Goals to workers in your direct reporting line
- \* to calculate the worker potential rating during the content preparation stage
- \* to assign qualitative or quantitative measurements to assess the level of success of achieving a goal

**Q50.** 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.

**Q51.** After the completion of the performance document, the employees profile is updated. The HR user wants to be able to identify the source of the ratings that appear in the employees profile.

Which object helps a user distinguish between the sources of the ratings?

- \* Content Type
- \* Content Section
- \* Instance Qualifier
- \* Content Item
- \* Content Library

**Q52.** 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 of 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.

**Q53.** 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 \_\_\_\_\_.

- \* determining plan bench strength
- \* Best-Fit Analysis
- \* determining readiness level
- \* Talent Pool

**Q54.** 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?

- \* 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.
- \* The Human Resource Specialist is one of the owners of the Succession Plan; however, the privacy of the plan is Private.
- \* 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.
- \* The Human Resource Specialist is not the owner of the Succession Plan even though the privacy of the plan is Public.

**Q55.** 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 Mass Assign 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.

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