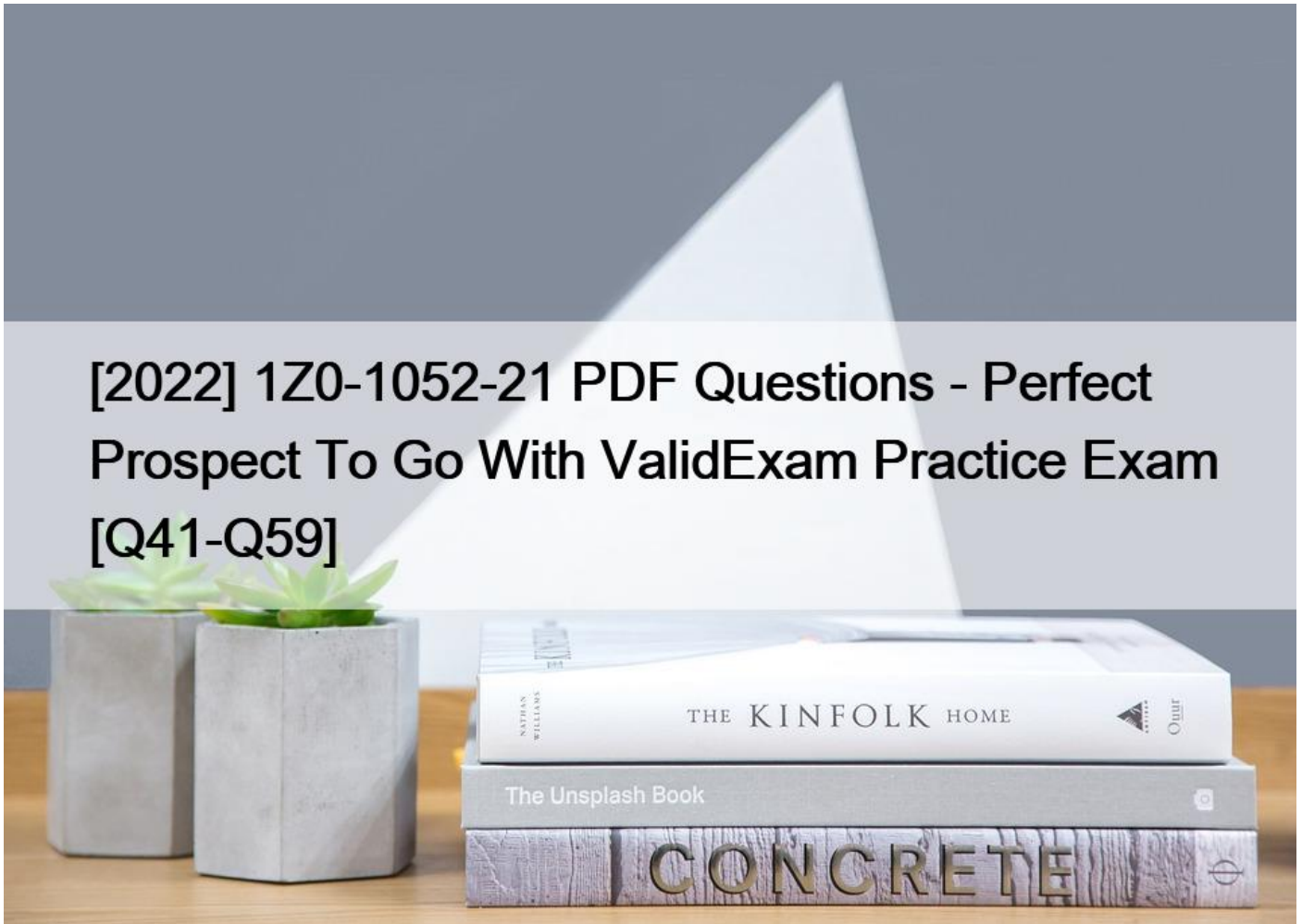


## [2022] 1Z0-1052-21 PDF Questions - Perfect Prospect To Go With ValidExam Practice Exam [Q41-Q59]



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**Q41.** You are a review participant and there is a need to analyze the impact of changing the performance and potential rating of a worker reporting to you.

Identify two options available on the talent review dashboard that can be used for calibrating performance and potential.

- \* Zoom in
- \* Zoom out
- \* Mobility
- \* Move marker
- \* Drag-and-drop

**Q42.** When a talent pool is created, in what two ways can candidates for the pool be added?

- \* Added using Select and Add

- \* Added from a Succession Plan
- \* Find Best Fit
- \* Added from within a Talent Review Meeting
- \* Upload via a spreadsheet

**Q43.** 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.

**Q44.** Which two worker information areas can be evaluated in a performance document?

- \* Qualifications
- \* Development Goals
- \* Performance Goals
- \* Languages
- \* Competencies

**Q45.** 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.

**Q46.** 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.

**Q47.** 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.

**Q48.** Which are two of the guidelines to follow when creating a questionnaire template or questionnaire?

- \* Determine the intended participant for the questionnaire &#8211; Is the questionnaire for a widespread audience or specific group?
- \* A questionnaire can be created without a template.
- \* Format basic information &#8211; 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.

**Q49.** 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

**Q50.** 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

**Q51.** 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.

**Q52.** 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.

**Q53.** You configure questions and responses in the question library to add to the questionnaire. Identify four question types that can be defined in the question library.

- \* Additional response- It is used to provide additional information or add attachments.
- \* No response &#8211; It is used to provide additional information or allow respondents to add attachments.
- \* Single choice &#8211; Respondent selects a single choice from selections you provide.
- \* Text &#8211; Respondent enters a response in a text field.
- \* Multiple choice &#8211; You provide responses and respondents select one or more responses from the options available.

**Q54.** You are in the process of setting up a talent review meeting. When you log in to the application, the talent review template does not appear in the list of values.

Identify the reason for the template not appearing in the list of values.

- \* The template is in Active status.
- \* The template is in Planned status.

- \* The template is in Approved status.
- \* The template is in Inactive status.
- \* The template is in Incomplete status

**Q55.** Which statement is true about selecting Job and Position information for the talent pool?

- \* Job and Department fields are populated and disabled when Position is selected first.
- \* Job Family and Job Profile are enabled when Position is selected first.
- \* The Grade field is disabled.
- \* Additional fields are restricted when Department is selected first.

**Q56.** A Human Resource Specialist is required to create a Talent Review Meeting for all the Sales Consultants in the Regional Sales Department. While creating the meeting, the Human Resource Specialist is unable to add Succession Plan to the meeting.

Identify two reasons for this.

- \* The Human Resource Specialist creating the Talent Review Meeting does not own any Succession Plans.
- \* The Business Leader of the Talent Review Meeting is not an owner of any Succession Plans.
- \* The Workers part of the Review Population of the meeting is not part of any Succession Plans.
- \* Talent Review Template selected for the meeting does not have Include Succession Plans enabled.
- \* The Workers part of the Review Population of the meeting does not have any Succession Plans defined.

**Q57.** Which goal task can managers NOT perform for employees that report to them?

- \* Align goals
- \* Mass assign goals
- \* Assign goals
- \* Delete goals
- \* Print goals

**Q58.** 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

**Q59.** Which two types of goals can be included in a Performance Document for review?

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

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