

Exam Questions 1z0-1010

Oracle Talent Management Cloud 2018 Implementation Essentials

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NEW QUESTION 1

Your customer has enabled the notification Participant Feedback – Worker deletes participant. One of the workers has an open performance document and requested a Participant Feedback. In the middle of the performance cycle the worker had a Line manager change, but the worker's performance document owner remained the old manager. The worker deletes a feedback participant since the feedback was no longer required by the previous co-owner. Which two will be receiving a notification for this action? (Choose two.)

- A. Worker
- B. Current Line Manager
- C. Old Line Manager
- D. HR Specialist
- E. Feedback Participant

Answer: BE

NEW QUESTION 2

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?

- A. Content Library
- B. Content Item
- C. Instance Qualifier
- D. Content Type
- E. Content Section

Answer: D

NEW QUESTION 3

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.

- A. The template is in Inactive status.
- B. The template is in Active status.
- C. The template is in Planned status.
- D. The template is in Approved status.
- E. The template is in Incomplete status

Answer: E

NEW QUESTION 4

Goal Management enables you to print worker goals. What are the two provided output formats? (Choose two.)

- A. rtf
- B. xls
- C. pdf
- D. html
- E. doc
- F. dat

Answer: CD

NEW QUESTION 5

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

- A. to assign qualitative or quantitative measurements to assess the level of success of achieving a goal
- B. to calculate the worker potential rating during the content preparation stage
- C. to assign Development Goals to workers in your direct reporting line
- D. to view and track development goals of workers outside of your direct reporting line

Answer: B

NEW QUESTION 6

Which functionality in Talent Management enables an HR specialist to select an individual based on a specific list of requirements?

- A. ProfileSearch
- B. Profile Comparison
- C. Best-Fit Analysis
- D. Person Portrait

Answer: C

NEW QUESTION 7

A specific goal from the goal library is added by a worker. Later, the HR specialist changes the status of the goal in the goal library to "Inactive". How does the system behave when the goal status is saved?

- A. It throws an error saying "Goal is already in use."
- B. It deletes the goal from the worker's goals and successfully saves the status.
- C. It successfully saves the status without affecting the worker's goals and the goal is prevented from future copying.
- D. It throws an error saying "Insufficient Privileges."
- E. It completely deletes the goal from the system.

Answer: B

NEW QUESTION 8

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? (Choose two.)

- A. The Instance Qualifier for the update will be "Supervisor".
- B. The Job (Model) Profile for the worker can also be updated.
- C. Rating an item can be made mandatory.
- D. The Instance Qualifier for the update will be "Reviewer ID".

Answer: AC

NEW QUESTION 9

The head of the Human Resources department informs the Human Resource Specialist that the UK Head of Sales position, for which the current incumbent is Employee 1, is a key position in the organization and they must plan the successors for the position irrespective of the incumbent to the position.

What should the Human Resource Specialist do?

- A. Create a Job Succession Plan for the Head of Sales job.
- B. Create a Job Family Succession Plan for the Sales job family.
- C. Create a Job Profile Succession Plan for the Sales job profile.
- D. Create a Position Succession Plan for the UK Head of Sales position.
- E. Create an Incumbent Succession Plan for Employee 1.

Answer: E

NEW QUESTION 10

If all tasks and subtasks are included in the Performance flow, except the Set Goals task, can the competencies and goals be added for a worker in his or her performance document?

- A. Yes
- B. Only goals can be added in the worker self-evaluation task.
- C. Yes
- D. Goals and competencies can be added in either the worker self-evaluation or the manager evaluation of worker tasks.
- E. Yes
- F. Goals and competencies can be added in the worker self-evaluation task only.
- G. No
- H. Without the Set Goals task, goals and competencies cannot be added in the performance document.
- I. Yes
- J. Goals and competencies can be added in the manager evaluation of worker tasks only.
- K. Yes
- L. Only competencies can be added in the manager evaluation of worker task

Answer: D

NEW QUESTION 10

Your customer would like two performance templates. They would like to have a Level 1 approval in one performance template, and no approval in another performance template.

How should you set this up?

- A. Create two process flows for the two different performance templates.
- B. Then configure the performance template with approval required for one of the templates.
- C. Create two performance templates and attach these to different process flows where the approval task could be defined.
- D. Create two performance documents and attach these with different performance documents.
- E. At the performance document level, the approval level could be defined.
- F. This is not possible at Performance Management configuration level.
- G. Changes could be made in the BPM work list to implement this requirement.

Answer: C

NEW QUESTION 14

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?

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

Answer: C

NEW QUESTION 16

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. (Choose two.)

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

Answer: AC

NEW QUESTION 19

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?

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

Answer: A

NEW QUESTION 20

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. (Choose two.)

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

Answer: BC

NEW QUESTION 23

Your customer requires a Mid-Year review and Annual Review for the current business process to work in Oracle Performance Management Cloud. They have a Self-Evaluation step in both the performance templates but they would like to notify the employee's manager about the completion of the Self-Evaluation step only in the Annual Review Document to reduce the mail traffic. Which statement is correct about implementing this requirement?

- A. The Notify Manager check box will be deselected in the Mid-Year review template and will be selected for the Annual review template.
- B. The Activity Name for Manager Role will be left blank for the Mid-Year review process flow.
- C. The Notify Manager check box will be not selected in the Overall Summary section in the Mid-Year review template and this will be selected for the Annual review template.
- D. This notification cannot be controlled at the performance template level and once turned on will fire for the step for all Performance.

Answer: B

NEW QUESTION 24

Which statement is true regarding the timing of questionnaire creation?

- A. You can create a questionnaire without creating a template first.
- B. After the questionnaire is created, you cannot edit the configuration settings in the questionnaire.
- C. You must first create the template.
- D. You can then edit the configuration settings in the questionnaire that were inherited from the template.
- E. You can create a questionnaire without creating a template first and edit the configuration settings in the questionnaire.
- F. When you create a questionnaire from a template, you cannot edit the configuration settings in the questionnaire that were inherited from the template.
- G. You can create a questionnaire with or without creating a template first.

Answer: B

NEW QUESTION 25

An organization owner creates an organization goal and publishes the goal, while assigning the goal to specific individuals in the organization. Which three statements are true about workers and their goals in the organization? (Choose three.)

- A. Workers can remove the alignment to the organization goal.
- B. If the organization owner deletes the goal, the corresponding worker goals will be deleted.
- C. Workers who are assigned the goal can delete the goal.
- D. Workers who create their own goals from the published goal can delete the goal.
- E. Workers can cancel the goal before they start working on it.
- F. Workers' goals created from the published goal are automatically aligned to the published goal.

Answer: ACF

NEW QUESTION 27

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? (Choose two.)

- A. 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.
- B. 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.
- C. Create an eligibility profile based on worker Job and populate worker Competencies using the Mass Assign process before the creation of the performance document.
- D. In the performance template section of Goals, choose the option of Use Employee's Competencies.
- E. Create an eligibility profile based on worker Job and populate worker Goals using the Mass Assign process before the creation of the performance document.
- F. In the performance template section of Goals, choose the option of Use Employee's Goals.
- G. 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.
- H. 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.

Answer: DF

NEW QUESTION 31

Which two statements are true for each type of questionnaire questions? (Choose two.)

- A. You may configure specific responses, but you cannot select the presentation method to determine how the response appears.
- B. For the single select question type, the possible responses can be configured only to appear as radio buttons.
- C. For the single select question type, you can specify that the possible responses appear either in a single select choice list or as radio buttons.
- D. You may configure specific responses and select the presentation method to determine how the response appears.
- E. For the single select question type, the possible responses can be configured only to appear in a single select choice list.

Answer: CD

NEW QUESTION 35

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

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

Answer: AB

NEW QUESTION 38

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? (Choose two.)

- A. Use the Incumbent plan type.
- B. Use the Job or Position plan type.
- C. Select and add a limited number of internal candidates.
- D. Select and add a large number of candidate.

Answer: BC

NEW QUESTION 39

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

- A. If you remove a development goal from a talent pool, that goal will be automatically removed from the worker's goals list, which inherited the goal from the talent pool.
- B. When you add a goal to a pool, all members of the pool are assigned the goal.
- C. You can only add goals that exist in the goal library.
- D. 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.

Answer: BC

NEW QUESTION 43

Identify three setup tasks required before goals can be managed. (Choose three.)

- A. Manage valuesets (if flexfields are deployed for goals).
- B. Mass-assign goals.
- C. Manage goal management notification.
- D. Manage goal library.
- E. Manage worker goal setting lookup.

Answer: BCE

NEW QUESTION 45

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?

- A. Set next period goals, set goals, first approval, worker self-evaluation, manager evaluation of worker, confirm review meeting held, provide final feedback.
- B. Set goals, first approval, manager evaluation of worker, worker self-evaluation, provide final feedback, second approval, set next period goals.
- C. Set goals, worker self-evaluation, manager evaluation of worker, confirm review meeting held, set next period goals.
- D. Set goals, worker self-evaluation, manager evaluation of worker, share performance document, first approval, confirm review meeting held, provide final feedback.
- E. Set goals, manager evaluation of worker, share performance document, confirm review meeting held, provide final feedback.
- F. Set goals, worker self-evaluation, manager evaluation of worker, provide final feedback, confirm review meeting held, set next period goal

Answer: D

NEW QUESTION 49

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

- A. 2 column
- B. 1 column
- C. 3 column
- D. 4 column
- E. 5 column

Answer: BD

NEW QUESTION 50

Which three actions must be completed before a worker adds a goal to an assigned goal plan, including a weight? (Choose three.)

- A. The goal plan must enable weights.
- B. The goal plan must be assigned to the worker.
- C. The goal plan must include the worker's goal.
- D. The worker must select the goal from the goal library.
- E. The worker must select the goal plan when creating the goal.
- F. The goal must have the same Start Date as the goal plan.
- G. The goal plan must be assigned to the worker's department

Answer: ACF

NEW QUESTION 55

Which two options are available in the Section Order field on the Create Questionnaire Template Contents page when creating questionnaire template? (Choose two.)

- A. Random
- B. Sequential
- C. Ascending
- D. Descending
- E. Manual

Answer: AB

NEW QUESTION 56

You are a functional analyst and have been tasked with creating new content items to be used in various profile templates. What set of steps will you perform to accomplish this task?

- A. Create item and set the content item fields, set content type, save and close, and repeat the preceding steps for all the required content items.
- B. Create item, set the type and content item fields, associate rating model, save and close, and repeat the preceding steps for all the required content items.
- C. Create content type, create item, set fields to be displayed, associate rating model, and save and close.
- D. Create item, set the content type and content item fields, associate rating model, and save and close.
- E. Create item, set the content type and content item fields, save and close, and repeat the preceding steps for all the required content items.

Answer: B

NEW QUESTION 60

Which statement is true regarding lookup hierarchy level?

- A. Location level supercedes user and affects only the experience of the current user.
- B. It is a best practice to set user-level option values before specifying values at any other level.
- C. Use level affects all applications of a product family.
- D. Site level affects all application configuration options for a given implementation

Answer: A

NEW QUESTION 62

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?

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

Answer: E

NEW QUESTION 65

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?

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

Answer: E

NEW QUESTION 69

One of the workers reporting to you is appearing in the holding area A. Identify three possible reasons for the worker to be in the holding area A. (Choose three.)

- A. The box in which the worker should appear has multiple ratings mapped to it, resulting in the worker being placed in the holding area.
- B. The worker joined the organization after the talent review meeting was scheduled.
- C. The worker was not rated before the talent review meeting.
- D. The worker has been placed in the holding area by you during the talent review meeting.
- E. 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.

Answer: ACE

NEW QUESTION 70

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. E
- B. D
- C. C
- D. B
- E. A

Answer: A

NEW QUESTION 73

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

- A. Additional fields are restricted when Department is selected first.
- B. Job and Department fields are populated and disabled when Position is selected first.
- C. Job Family and Job Profile are enabled when Position is selected first.
- D. The Grade field is disabled

Answer: D

NEW QUESTION 78

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?

- A. Goals can be updated in the performance document by both the manager and the worker.
- B. Goals can be updated in the performance document by using Goal Management, but only by the manager.
- C. Goals can be updated in the performance document by using Goal Management, but only by the worker.
- D. Goals can be updated in the performance document by both the manager and the worker by using Goal Management only.

E. Goals cannot be updated in the performance document by the manager and the worker

Answer: C

NEW QUESTION 79

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. (Choose four.)

- A. Additional response – It is used to provide additional information or add attachments.
- B. No response – It is used to provide additional information or allow respondents to add attachments.
- C. Single choice – Respondent selects a single choice from selections you provide.
- D. Text – Respondent enters a response in a text field.
- E. Multiple choice – You provide responses and respondents select one or more responses from the options available.

Answer: ACDE

NEW QUESTION 80

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 employee's profiles match a job or position profile.
- Run an analysis, which compares competences, licenses, and certification.

The process described above is _____ .

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

Answer: B

NEW QUESTION 81

Which three statements are true about the Notes added in the Talent Review Meeting? (Choose three.)

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

Answer: ABC

NEW QUESTION 85

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?

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

Answer: C

NEW QUESTION 86

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