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Exam : **1z0-1052-22**

Title : Oracle Talent Management
Cloud 2022 Implementation
Professional

Vendor : Oracle

Version : DEMO

NO.1 Which statement is true regarding the order of the creation of questionnaires?

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

Answer: C

NO.2 Which two statements are true regarding succession plan strength?

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

Answer: B,C

NO.3 Which two options are available in the Page Layout field on the Create Questionnaire Template Contents page when creating a questionnaire template?

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

Answer: A,E

NO.4 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 _____.

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

Answer: B

NO.5 Which two actions must be completed before an employee can add a goal to their goal plan?

- A.** Weighting must be enabled in the goal plan.

- B. The employee must have a goal plan assigned to them.
- C. The goal plan must include the worker's goal.
- D. The worker must select the goal plan when creating the goal.
- E. The worker must select the goal from the goal library.

Answer: A,C

NO.6 Which two statements are true regarding adding goals to and removing goals from a talent pool?

- A. When you add a goal to a pool, all members of the pool are assigned the goal.
- B. You can only add goals that exist in the goal library.
- C. 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.
- 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: A,B

NO.7 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. four; worker and peer final feedback, manager review, HR review, and profile content to assess career preferences
- 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 workers' risk of loss
- E. five; goals to rate worker goals, overall summary, worker final feedback, manager final feedback, and profile content to rate worker competencies
- F. five; profile content to rate worker competencies, goals to rate worker goals, overall summary, worker final feedback, and peer review

Answer: F