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Exam : **1z0-1052-21**

Title : Oracle Talent Management
Cloud 2021 Implementation
Essentials

Vendor : Oracle

Version : DEMO

NO.1 Which two statements are true about organization goals?

- A. They can be shared with people in the organization and with those outside the organization.
- B. They can be transferred from one organization owner to another.
- C. Another organization's leader can align their organization goal to that of a different leader's organization goal.
- D. They can be seen by anyone in the enterprise.
- E. They can be seen by anyone in the organization after being published.

Answer: A,B

NO.2 What should a manager do if he has assigned an organization goal to his direct reports, but intends to change the target completion date of Goals for the direct reports?

- A. Manager cannot change the Target completion date of the assigned organizational Goal.
- B. Sign in as the manager, go to Navigator/ About me/ Goals/ My Organization Goals. Delete the assigned goal and select a new goal created by him with the new target completion date and assign the newly created goal.
- C. Sign in as the manager, go to Navigator/About me/ Goals/ My Worker Goals. Select the goal assigned by him and click Edit. Change the target completion date and click Submit.
- D. Sign in as the manager, go to Navigator/ About me/ Goals/ My Organization Goals. Select the goal created by him and click Edit. Change the target completion date and click Submit.

Answer: C

NO.3 In a performance evaluation, which three options can be accessed by Performance Roles?

- A. Questionnaire
- B. Competency Section
- C. Goals section rating scale
- D. Competency section rating scale
- E. Goals Section
- F. Performance document period

Answer: A,E,F

NO.4 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.

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

Answer: A,C

NO.5 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. Goals and competencies can be added in the manager evaluation of worker tasks only.

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

Answer: D