

## Oracle 1Z0-1010 Exam

### Volume: 70 Questions

#### Question: 1

Your organization may require an annual performance evaluation that includes any or all of the sections.

Which four section types are valid for performance document template sections? (Choose four.)

- A. Manager Final Feedback
- B. Worker Final Feedback
- C. Goals to rate worker goals
- D. Profile Content to rate worker competencies
- E. Manager only Questionnaire

Answer: A,B,C,D

#### Question: 2

You have created a talent review dashboard and have not enabled the holding area. One of the workers has not been rated before the talent review meeting.

Where would you see the worker during the talent review meeting?

- A. The worker will not appear in the box chart analytic, but will be included in the review.
- B. The worker will not appear in the box chart analytic and will be excluded from the review.
- C. The worker will appear in the box chart analytic and will be included in the talent review.
- D. The worker will appear in the box chart analytic, but will be excluded from the review.

Answer: D

#### Question: 3

During the talent review meeting, review participants want to see data from five previous meetings; however, the system does not allow this.

What is the reason?

- A. Only data from four meetings can be included in the talent review meeting.

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- B. Only data from two meetings can be included in the talent review meeting.
- C. Only data from one meeting can be included in the talent review meeting.
- D. Data from previous meetings can never be included in a current review meeting.

Answer: B

Question: 4

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: C,D

Question: 5

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.

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Answer: B,C

Question: 6

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

Question: 7

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

- A. Manage Notes and Tasks page
- B. Show Details dialog box
- C. Talent Review Dashboard
- D. Prepare Review Content page

Answer: D

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.

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D. The Instance Qualifier for the update will be "Reviewer ID".

Answer: A,C

Question: 9

Which two statements are true about organization goals? (Choose two.)

A. They can be seen by anyone in the organization after being published.

B. They can be shared with people in the organization and with those outside the organization.

C. They can be transferred from one organization owner to another.

D. They can be transferred from one organization owner to the organization owner of a different organization.

E. They can be seen by anyone in the organization hierarchy.

Answer: B,C

Question: 10

Which three statements are true about the goal details held in the performance document and the Goal Management pages? (Choose three.)

A. Goal comments made in the performance document do not appear on the Goal Management pages.

B. Evaluation comments captured in the Comments field in the performance document do not appear on the Goal Management pages.

C. Goal comments captured in the Comments field on the Goal Management pages are not visible in the performance document.

D. Primary goal characteristics, such as the goal name, description, success criteria, and completion date, are kept identical in both locations.

E. Goal weights added on the Goal Management pages are added to the performance document only when the goal is initially added to the document; thereafter, weights are maintained independently.

Answer: A,D,E

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Question: 11

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 candidates.

Answer: B,C

Question: 12

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?

- A. 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.
- B. Document the requirements and create a model profile, which can be used only for jobs.
- C. Document the requirements and create a model profile, which can be used for both jobs and positions.
- D. Document the requirements and create a model profile, which can be used only for positions.
- E. Document the requirements and create a model person profile, job profile, and position profile.

Answer: C

Question: 13

Which statement is false about Succession Plan types?

- A. An Incumbent plan type allows you to create a plan to replace a particular individual.