



Vendor: Oracle

Exam Code: 1Z0-420

Exam Name: Oracle Fusion HCM: Talent Management
2014 Essentials

Version: DEMO

QUESTION 1

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

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

Answer: C

Explanation:

http://docs.oracle.com/cd/E15586_01/fusionapps.11111/e20360/F340821AN255D8.htm

QUESTION 2

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

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

Answer: BCE

QUESTION 3

Which two statements are true regarding goal management profile options?

- A. Profile options can determine whether workers are able to add performance goals to performance documents from the goal library.
- B. Managers specify at which hierarchy level a profile option is enabled.
- C. Profile options can determine whether goals are available to workers and managers on the development and growth card in the portrait.
- D. You cannot configure profile options with settings for specific contexts.

Answer: CD

Explanation:

http://docs.oracle.com/cd/E25054_01/fusionapps.11111/e20380/F335344AN358CA.htm

http://docs.oracle.com/cd/E48434_01/fusionapps.11118/e49564/F1069922AN2F05F.htm

QUESTION 4

Which three statements are true about goal plans?

- A. Goals can be added to a Performance goal plan, which is assigned to an organization.
- B. Goal plans can be used to group goals to track them easily for a specific population and time period.
- C. Goal plans can be used to assign goals to a specific population.
- D. Goals can be assigned to both individuals and an organization by assigning the goal plan to both individuals and an organization.
- E. Goal plans can be used to add goals to goal plans from other sources.

Answer: ADE

Explanation:

<https://docs.oracle.com/cloud/latest/common/FAUGM/F1427514AN15285.htm#F1427514AN1528>

<https://docs.oracle.com/cloud/latest/common/FAUGM/F1427514AN15285.htm>

QUESTION 5

Which four fields are configurable on the Create Questionnaire Template Basic Information page when creating a questionnaire template?

- A. Name
- B. Owner
- C. Privacy
- D. Status
- E. Rating Model

Answer: ACDE

QUESTION 6

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?

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

Answer: BDF

QUESTION 7

After a reorganization, how would a manager's organization goals carry to his or her new organization?

- A. The HR Specialist transfers the goals from the manager's old organization to the same manager's new organization.
- B. The HR Specialist transfers the goals from the organization owner under the old organization, to the organization owner under the new organization.
- C. The organization owner transfers the goals from the old Organization ID to the new Organization ID.
- D. The HR Specialist deletes the goals from the old organization and the organization owner adds

the goals under the new organization.

Answer: D

Explanation:

<http://docs.oracle.com/cloud/latest/common/FAUGM/F1427491AN12D8D.htm>

QUESTION 8

Which three statements are true about the goal details held in the performance document and goal management dashboards?

- A. Primary goal characteristics, such as the goal name, description, success criteria, and completion date, are kept identical in both the locations.
- B. Goal ratings that the worker or manager provides in the performance document are available on the Goal Management pages.
- C. 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.
- D. Comments created on the Goal Management pages are not visible in the performance document.
- E. Comments made in the performance document do not appear on the Goal Management pages.

Answer: ABC

Explanation:

<http://docs.oracle.com/cloud/latest/common/FAUGM/F1427491AN12D8D.htm#F1427491AN12D8D>

QUESTION 9

You are the IT analyst who has just been handed over a list of Content Types to be set up on Person Profile as a free form. You take a look at the requirements and realize that there are system limitations around a few of the Content Types in the given requirements and you would need to communicate the same back to the business group.

Identify the non-free-form Content Types in the requirements.

- A. Languages, Accomplishments, Potential
- B. Honors and Awards, Memberships, Licenses
- C. Potential, Risk of Loss, Career Preferences
- D. Accomplishments, Degrees, Languages
- E. Potential, Career Preferences, Degrees

Answer: C

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