

SurePassExams



- ✓ Online Tool, Convenient, easy to study.
- ✓ Instant Online Access
- ✓ Supports All Web Browsers
- ✓ Practice Online Anytime
- ✓ Test History and Performance Review
- ✓ Supports Windows / Mac / Android / iOS, etc.



- ✓ Installable Software Application
- ✓ Simulates Real Exam Environment
- ✓ Builds Exam Confidence
- ✓ Supports MS Operating System
- ✓ Two Modes For Practice
- ✓ Practice Offline Anytime



- ✓ Printable PDF Format
- ✓ Prepared by IT Experts
- ✓ Instant Access to Download
- ✓ Study Anywhere, Anytime
- ✓ 365 Days Free Updates
- ✓ Free PDF Demo Available



Security & Privacy

We respect customer privacy. We use McAfee's security service to provide you with utmost security for your personal information & peace of mind.



365 Days Free Updates

Free update is available within 365 days after your purchase. After 365 days, you will get 50% discounts for updating.



Money Back Guarantee

Full refund if you fail the corresponding exam in 90 days after purchasing. And Free get any another product.



Instant Download

After Payment, our system will send you the products you purchase in mailbox in a minute after payment. If not received within 2 hours, please contact us.

<http://www.surepassexams.com/>

Legal & authoritative company offering the highest pass-rate Exam Torrent materials and helping use pass for sure.

Exam : **1z0-420**

Title : Oracle Fusion HCM: Talent Management 2014 Essentials

Vendor : Oracle

Version : DEMO

NO.1 The goal plan template is the basis for the generation of goal plans for HR specialists. Select four correct actions that an HR specialist can perform with respect to goal plan templates.

- A. Create goal plan templates.
- B. Duplicate the goal plan templates.
- C. Select goals to include in the template.
- D. Change template status to "inactive."
- E. Select population for the goal plan template.
- F. Delete the templates that were never used.
- G. Rename templates.

Answer: B,D,E,F

NO.2 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

Reference:

http://docs.oracle.com/cd/E15586_01/fusionapps.1111/e20360/F340821AN255D8.htm

NO.3 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: A,C,D,E

NO.4 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: B,C,E

NO.5 Select the correct statement about performance and development goals.

- A. Performance goals are assigned per assignment and development goals are assigned per person.
- B. Performance goals are assigned per person and development goals are assigned per assignment.
- C. Both performance goals and development goals are assigned per assignment.
- D. Both performance goals and development goals are assigned per person.
- E. Both performance goals and development goals can be assigned per assignment and per person.

Answer: C

Reference:

<https://docs.oracle.com/cloud/latest/common/FAIGM/F1427689AN12835.htm#F1427689AN12835>

NO.6 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 Active status.
- B. The template is in Incomplete status.
- C. The template is in Inactive status.
- D. The template is in Planned status.
- E. The template is in Approved status.

Answer: B

NO.7 You are implementing Oracle Fusion Performance-Management 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. In the performance process flow setup, include the tasks Allocate Rewards and Manage Promotions.
- B. Recommend that the client perform those tasks outside the performance evaluation process in compensation management.
- C. Configure the performance document sections to include rewards and promotions.
- D. Include the Allocate Rewards subtask in the process flow, but handle promotions separately in core HR.
- E. Include the Manage Promotions task in the process flow, but handle rewards separately in compensation management.

Answer: E

Reference:

https://docs.oracle.com/cd/E18727_01/doc.121/e13508/T125T299308.htm

NO.8 Which of the following statements are true about the goals belonging to a goal plan?

- I. Goal start date falls between the goal plan start date and goal plan end date.
- II. Goal Target Completion date falls between the goal plan start date and goal plan end date.

III. Goal Actual Completion date falls between the goal plan start date and goal plan end date.

A. I, II, and III

B. I only

C. II only

D. III only

E. I and II only

F. I and III only

Answer: E