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Exam : **1Z0-420**

Title Oracle Fusion HCM: Talent Management 2014 Certified Implementation Specialist

Version : DEMO

1.Which statement is true?
A.You cannot create questionnaires to add to performance documents to gather feedback from participants, other than direct managers, who are requested to provide feedback about workers.
B.You can create questionnaires to calculate worker potential rating during the content preparation stage before a talent review meeting.
C.You can create questionnaires to determine additional areas to be added as performance sections in performance documents.
D.You can create questionnaires to calculate worker potential salary during the content preparation stage before a talent review meeting.
E.You can create questionnaires to determine worker potential assignments during the content preparation stage before a talent review meeting.
Answer: A
Explanation:
http://docs.oracle.com/cd/E29597_01/fusionapps.1111/e20380/F797958AN45885.htm

2.Which statement regarding online processing thresholds is true?
A.This profile option determines only the number of records that the application can manually process.
B.The number of records in the process is calculated by multiplying the number of goals by the number of assignees.
C.The default maximum number of processing records is 100.
D.The online processing threshold only applies when the HR specialist mass-assigns goals.
Answer: D
Explanation:
https://docs.oracle.com/cloud/latest/common/FAIGM/F1469405AN10ABD.htm

3.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

4.If 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, _____.
A.The Instance Qualifier for the update can be "Supervisor" or "Reviewer ID"
B.The Job (Model) Profile for the worker can also be updated
C.Rating an item can be made mandatory
D.The Instance Qualifier for the update cannot be "Reviewer ID"
Answer: C
Explanation:
https://docs.oracle.com/cd/E18727_01/doc.121/e13523/T1998T517866.htm

5.Your organization wants to implement a project evaluation process and a semiannual evaluation for its workforce. Managers should be able to record the final feedback and profile content to rate worker competencies. There should be a clear distinction between the tasks the managers and workers perform as part of the evaluation process.
Identify the four components that you need to configure to create a performance document that will meet these requirements.
A.Document types of Project evaluation and semiannual evaluation
B.The Performance template section for manager final feedback
C.The Performance template section for profile content to rate worker competencies
D.A section to bring together the document type, template sections, and process flow
E.Process flows with unique step names for managers and workers \j F) Overall Summary section for manager final feedback
F.Calculation rules in the process flow to include semiannual ratings
Answer: A,C,E,F