

# QUESTIONS & ANSWERS

Kill your exam at first Attempt



**Oracle**

# 1Z0-420

*Oracle Fusion HCM: Talent Management 2014 Essentials*

**Answer:** E

**Reference:**

[https://docs.oracle.com/cd/E18727\\_01/doc.121/e13508/T125T299308.htm](https://docs.oracle.com/cd/E18727_01/doc.121/e13508/T125T299308.htm)

**QUESTION:** 71

Where do you define the relationship if you want to set up a relationship between Goals Content Type and Competencies Content Type?

- A. Set up the relationship type as "Is Supported By on Competencies Content Type."
- B. Set up the relationship type as "Is Supported By on Goal Content Type."
- C. Set up the relationship type as "Is Supported By on Goal and Competencies Content Type."
- D. Set up the relationship type as "Is Related To on Competencies Content Type."
- E. Set up the relationship type as "Is Related To on Goal and Competencies Content Type."

**Answer:** C

**QUESTION:** 72

Which two worker information areas can be evaluated in a performance document?

- A. Performance Goals
- B. Career Preferences
- C. Job Competencies
- D. Development Goals

**Answer:** A, C

**QUESTION:** 73

Your client wants managers to create goals that their team members and indirect reports can use as models for their own goals, and to which team members and indirect reports can align. The client also wants managers to maintain and monitor their own goals, as well as those of their direct and indirect reports. Your client frequently reorganizes the company. At times, managers are switched from one organization (department, division) to another and at other times, managers and their teams are kept intact but the organization information (department ID and name) changes. At the project team meeting, you present suggestions on the use of performance goals and organization goals. Which option should be included in your list of suggestions?

- A. Managers should predominantly use Organization Goals, and publish those goals.
- B. Managers should predominantly use Performance Goals, and share those goals with direct and indirect reports.
- C. Managers should use a balanced mix of Organization Goals and Performance Goals, and

should publish both sets.

D. Managers should use a balanced mix of Organization Goals and Performance Goals, and should share both sets.

E. Managers should use a balanced mix of Organization Goals and Performance Goals, and should publish the former and share the latter.

**Answer:** A

**QUESTION:** 74

How do you compare a worker's performance and potential ratings from one of the previous meetings with his or her performance and potential ratings for the current year during a talent review meeting?

A. Select the worker, click the Window details button, and then click the Compare tab.

B. Use the Zoom functionality of the talent review dashboard.

C. Use the Move Marker functionality.

D. Use the Show Progress feature in conjunction with the timeline slider.

E. A comparison can be done only between different workers and not between workers' records across different time spans.

**Answer:** A

**QUESTION:** 75

What happens when you publish a goal?

A. It is added to the goal library for users to select.

B. It is available to workers in the Organization Goals area of the My Goals page.

C. It is available to workers in the Shared Goals area of the My Goals page.

D. It is added to the competency library.

**Answer:** C

**QUESTION:** 76

What is the source of performance-related data that is available during a talent review meeting?

A. The overall rating of a performance document

B. The updated rating provided before the meeting by a participant

C. The Career Planning card

D. The overall rating of a performance document, the updated rating provided before the meeting by a participant, or the Career Planning card

E. The average from the overall rating of a performance document, the updated rating provided

before the meeting by a participant, and the rating from the Career Planning card

**Answer:** D

**Reference:**

[http://docs.oracle.com/cd/E15586\\_01/fusionapps.1111/e20380/F338232AN3D3F2.htm](http://docs.oracle.com/cd/E15586_01/fusionapps.1111/e20380/F338232AN3D3F2.htm)

**QUESTION:** 77

Fusion Goal Management enables you to print worker goals. What are the two provided output formats?

- A. html
- B. pdf
- C. doc
- D. xls
- E. dat
- F. rtf

**Answer:** B, C

**QUESTION:** 78

Which are three guidelines to follow when creating a questionnaire template or questionnaire?

- A. Determine the intended participant for the questionnaire - is the questionnaire for a widespread audience or specific group?
- B. Format basic information - Make it easier to categorize and control access.
- C. Add and format content - Specify the sequence, appearance, and formatting of questions and responses.
- D. Disregard specific regional or international laws or customs because any question may be asked in any country jurisdiction.
- E. Make sure that the questionnaire template is fully configured because questionnaires created based on a template cannot override template settings.

**Answer:** B, C, E

**QUESTION:** 79

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 best 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

**Reference:**

<http://docs.oracle.com/cloud/latest/common/FAUPM/F1472915AN12262.htm>

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