Free Questions for 1Z0-1052-22 by certscare

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Question 1

After the completion of the performance document, the employees profile is updated. The HR user wants to be able to identify the source of the ratings that appear in the employees profile.

Which object helps a user distinguish between the sources of the ratings?

Options:

A- Content Type

B- Content Section

C- Instance Qualifier

D- Content Item

E- Content Library

Answer:

A

Question 2

When a talent pool is created, in what two ways can candidates for the pool be added?

Options:

A- Added using Select and Add

B- Added from a Succession Plan

C- Find Best Fit

D- Added from within a Talent Review Meeting

E- Upload via a spreadsheet

Answer:

A, C

Question 3

Identify three setup tasks required before goals can be managed.

A- Manage goal library.

B- Manage worker goal setting lookups.

C- Manage goal management notification.

D- Mass-assign goals.

E- Manage value sets (if flexfields are deployed for goals).

Answer:

B, C, D

Question 4

Question Type: MultipleChoice

A company uses the band method for the overall summary, sum method for the goals section, and average method for the competencies section with rating points. For an employee, the score for the competencies section is 50, and the score for the goals

section is 20. The table shows the rating point ranges set up for the overall section rating model to assign the rating level for the overall rating.

What is the overall rating of the employee?

Rating Points From	Rating Points To	Rating Level
0	15	A
16	30	D
31	45	C
46	60	B
61	75	E

Options:

A- A

B- D

C- E

D- C

E- B

Answer:

C

Question 5

The Human Resources department manager informs the Human Resource Specialist that Employee 1, who is Head of Sales, plays a vital role in the organization and they must plan for the successors of the employee. What should the Human Resource Specialist do?

Options:

A- Create an Incumbent Succession Plan for Employee 1.

B- Create a Job Succession Plan for the Head of Sales job.

C- Create a Position Succession Plan for the Head of Sales position.

D- Create a Job Profile Succession Plan for the Sales job profile.

E- Create a Job Family Succession Plan for the Sales job family.

Answer:

A

Question 6

A company uses the band method for the overall summary, sum method for the goals section, and average method for the competencies section with rating points. For an employee, the score for the competencies section is 50, and the score for the goals section is 20. The table shows the rating point ranges set up for the overall section rating model to assign the rating level for the overall rating.

What is the overall rating of the employee?

Rating Points From	Rating Points To	Rating Level
0	15	A
16	30	D
31	45	C
46	60	B
61	75	E

Options:

A- A

B- D

C- E

D- C

E- B

Answer:

C

Question 7

Question Type: **MultipleChoice**

When a talent pool is created, in what two ways can candidates for the pool be added?

Options:

A- Added using Select and Add

B- Added from a Succession Plan

C- Find Best Fit

D- Added from within a Talent Review Meeting

Question 8

Question Type: **MultipleChoice**

The Human Resources department manager informs the Human Resource Specialist that Employee 1, who is Head of Sales, plays a vital role in the organization and they must plan for the successors of the employee. What should the Human Resource Specialist do?

Options:

A- Create an Incumbent Succession Plan for Employee 1.

B- Create a Job Succession Plan for the Head of Sales job.

C- Create a Position Succession Plan for the Head of Sales position.

D- Create a Job Profile Succession Plan for the Sales job profile.

E- Create a Job Family Succession Plan for the Sales job family.

Answer:

A