

Oracle 1Z0-1052-26

Oracle Talent Management Cloud 2026 Implementation Professional

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Latest Version: 6.0

Question: 1

Managers need to assign goals to their teams during the yearly planning cycle. Which setup enables managers to distribute preconfigured goals quickly?

- A. Goal plans with predefined goal content
- B. Talent pool membership rules
- C. Questionnaire routing setup
- D. Succession chart filters

Answer: A

Question: 2

HR wants to automatically recommend development actions to employees based on their performance history and competencies. Which capability supports this requirement?

- A. Manual career updates
- B. AI-driven recommendations
- C. Standard profile templates
- D. Goal status workflows

Answer: B

Question: 3

An organization is migrating to Redwood pages and wants a unified, modern user experience for goal management and performance. Which capability delivers this redesign?

- A. Redwood UX components
- B. Legacy HTML templates
- C. Basic role pages
- D. Standard ESS layouts

Answer: A

Question: 4

HR wants employees to add development goals that support future roles. Which feature allows workers to select structured development goals tied to career paths?

- A. Job requisition profiles
- B. Development goal templates
- C. Talent review grid setup
- D. Performance section access

Answer: B

Question: 5

A client wants corporate goals to be visible to all employees but editable only by HR. Which configuration controls who can edit shared goals in the system?

- A. Goal security settings
- B. Assignment status rules
- C. Rating level display
- D. Career stage mapping

Answer: A

Question: 6

During configuration, HR wants managers to provide ratings and comments for competencies but restrict employees from modifying these fields. Which feature controls this behavior?

- A. Succession planning privileges
- B. Profile rating model restrictions
- C. Role-based evaluation section permissions
- D. Questionnaire access conditions

Answer: C

Question: 7

A company wants to match employees to internal job opportunities based on skills and qualifications stored in profiles. Which feature enables this?

- A. Payroll costing rules
- B. Expense audit settings

- C. Invoice approval workflow
- D. Talent matching engine

Answer: D

Question: 8

Your client reports that employees cannot see the goals assigned to them from a corporate plan. Which configuration is most likely missing?

- A. Rating model definition
- B. Eligibility profile assignment
- C. Review meeting setup
- D. Check-in cycle mapping

Answer: B

Question: 9

HR wants to configure profile types so that competencies, licenses, and languages can be included within the same structure. Which options support this design?
(Choose two.)

- A. Multiple content sections
- B. Category-based segments
- C. Loan repayment tables
- D. Payment disbursement rules
- E. Tax withholding templates

Answer: A,B

Question: 10

A talent administrator needs certain goals to cascade automatically when a manager updates them. Which two configurations support goal cascading behavior?
(Choose two.)

- A. Cascading goal hierarchy settings
- B. Goal plan assignment rules
- C. Manager role permissions
- D. Succession plan options
- E. Payroll costing rules

Answer: A,C

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