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1Z0-474 Q&As

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

Your client would like to use the Taleo offer Management functionality for their corporate recruiting needs. What needs to be configured to enable offer management?

A. Offer Management should be turned on In the Administration Module under Recruiting > Settings.

B. A step should be created called Offer with the reference model called Offer and added to the CSW for the corporate positions.

C. The Statuses for the organization\\'s Offer Process should be mapped to the RSOffer step and added to the CSW for the corporate positions.

D. The step called RSOffer should be added to the CSW for the corporate positions.

Correct Answer: B

Explanation: CSW and Offer step Using the Offer step is a simplified way to track offer activity in a candidate hiring process withoutenabling the entire Offer Management module functionality. Placing this step in a workflow will notenable the use of the Offers tab and Offer Approvals tab. A candidate selection workflow containing an Offer step allows users to move candidates from one step to another using standard actions (Change Step/Status, Move, Revert).

QUESTION 2

You need to add a candidate field that will only be visible to system users who have privileges to access confidential information. What field property configuration will support this requirement?

A. Content required

B. Contextualization

C. Security Level

D. Exceptions

Correct Answer: C

Explanation: Security level: General, Restricted, or Confidential.

QUESTION 3

What two elements does the Configuration profile control within the Recruiting Center?

A. Search Widget

B. Core Navigation Bar

C. Coverage Areas

D. User Types

Correct Answer: AD

Explanation: D: A center stage is selected for each configuration profile and a configuration profile is tied to each user.

A: Users can save a search query if the feature is activated in the user\\'s configuration profile and if the user type permission has been granted. The fields that can be selected in the Recruiting Center to customize a search query are set by the system administrator for each configuration profile. If a user is not linked to a configuration profile or is linked to a configuration profile for which the system administrator has not selected additional fields, then only the set of default fields are displayed when customizing a search query in the Recruiting Center.

QUESTION 4

What is an important consideration when modifying a permission for a group of users?

A. If the permissions associated with a user type are modified, the changes affect all users who have been assigned the user type.

B. It is important to duplicate that user type and reassign it to all users once your modifications are saved.

C. It is Important to maintain a single user type across the organization for all users.

D. Unless the "expand all" function is selected, the Functional Domain may not be visible when looking for the permission that you want to modify.

Correct Answer: A

Explanation: A user type is a user profile composed of a set of role-based permissions. Modifying the Permissions of a User Type Prerequisite It is recommended to change the person\\'s user type. Configuration > [SmartOrg] Administration > User Types Steps

1.

 Select a user type.

2.

 Make the required changes.

3.

 Click Save.

Result

Changes made will affect all users having this user type.

QUESTION 5

Your client would like to limit visibility of executive candidates in the system for the majority of the requiting staff and all hiring managers. What are the three steps to accomplish this using the staffing type functionality?

A. Adjust the user type permission whereby the candidates displayed to a user is determined

B. by the candidate\\'s stalling type to exclude Executive Staffing Type.

C. Activate the Segmentation in Search setting in Recruiting Settings.

D. Activate the Exact Match for Search Using Structured Fields (OLF) setting in Recruiting Settings.

E. Activate the Threshold CSW Step - Hide from Search setting in Recruiting Settings.

Correct Answer: ABD

Explanation: Data segmentation: If your organization has activated data segmentation, this might exclude a lot of candidates from your search results. For this reason, it is important to verify if your organization has implemented such restrictions and, if this is the case, ask how they affect which candidates you are entitled to view. There are two dimensions to data segmentation: a user type permission (A) whereby the candidates displayed to a user is determined by the person\\'s staffing type (B); and the Organization, Location and Job Field (OLF) (D) associated with groups that the user is a member of. While it might be easy to manage only a few groups around specific organizations, the effect of segmentation can be difficult to clearly understand if users are associated with multiple groups incorporating various OLF.

Ask your system administrator if he/she has activated the Activate Segmentation in Search setting.

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