1Z0-474 ^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

When configuring a status used in a step, it is possible to ask the system to automatically change the status. Under what two circumstances can this functionality be enabled?

A. This functionality can be enabled for the review step once a hiring manager has completed his or her scheduled review.

B. This functionality can be enabled for the interview step once an interview is scheduled.

C. This functionality can be enabled for a screening service such as an assessment that can progress the candidate to a new status based on the results.

D. This functionality can be enabled in the offer step in the event that a candidate rescinds his or her offer.

Correct Answer: BC

QUESTION 2

Your client has expressed concern that one of the open positions that they have activated prescreening for is delivering a high volume of ACE candidates. What recommendations should you consider making to your client?

A. You should suggest that the recruiter unpost the job immediately and add additional prescreening questions to the prescreening form on the job.

B. You should suggest that the recruiter unpost the Job immediately and add competencies to the prescreening form on the job.

C. You should suggest that the recruiter adjust the ACE Alert Threshold and employ weighting on the most important assets.

D. You should suggest that the recruiter adjust the ACE Alert Threshold and increase the number of assets.

Correct Answer: C

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

Your client wants to present different Requisition views, one for Manages and one for Recruiters. What configurations will support this requirement?

A. Create two different Configuration Profiles, one for Managers and one for Recruiters.

B. Create two different Requisition Files, one for Recruiters and one for Managers.

C. Set the field properties to (Mandatory = Yes) in the Selected Element Properties section for this field.

D. Create two different Requisition Files, one for Managers and one for Recruiters, and associate them with different Manager and Recruiters Configuration Profiles.

Correct Answer: B

Explanation: A requisition file details the specific requirements for a job position.

Incorrect:

Not Configuration Profiles: A configuration profile is a set of settings which control how the application behaves for a specific set of

users to better fit the user experience.

It is through the configuration profile that different product behaviors can be achieved such as a streamlined manager product experience vs. a more robust recruiter product experience. Users may

have the same set of permissions which grant access to specific features, but how a user is presented

access to the features is then further controlled by the configuration profile designation.

QUESTION 5

What are the three types of questions that can be Implemented In the construction of a Job- specific prescreening question?

A. Single Answer

B. Multiple Choice

C. Text

D. Rating Scale

E. Ranking

Correct Answer: ABC

Explanation: A:Example:

How many years of experience do you have in Java programming.

B: Example:

Indicate which computer applications you have used to perform your job duties in the past. Select all

that apply.

C: Example:

Please specify the crimes you were convicted for as well as any details".

A maximum of 256 characters can be entered.

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