# 1Z0-474 Q&As

## Oracle Taleo Recruiting Cloud Service 2012 Essentials

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**QUESTION 1**

Settings in Taleo have security levels. Some settings can be changed by the customer in the product administration module and some settings can only be viewed by the customer in the administration module. Some settings are visible only to Taleo and not to the customer. What are the three security level settings in Taleo?

A. Private

B. Restricted

C. Public

D. Confidential

E. Protected

F. General

Correct Answer: ACE

Reference:http://www.oracle.com/technetwork/fusion-apps/taleo-10sp1-recconfigguide- 1647691.pdf(page 50)

**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**

While in draft mode what are some actions that cannot be performed on a requisition?

A. The requisition cannot be posted to a career site.

B. The requisition cannot be requested for contribution.

C. One cannot create a search query based on the requisition.

D. The requisition cannot be deleted.

E. The requisition cannot be filled.

Correct Answer: CE

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**QUESTION 4**

What is the primary advantage of using the elements in the competency library when constructing prescreening on a job requisition template?

A. The competency library provides a standard set of measures for years of experience and proficiency that can be leveraged in a structured data search, ACE Thresholds, and candidate compare.

B. The competency library provides the recruiter with a standard measure for the interest level associated with the competency.

C. The competency library provides the recruiter with a selection job-specific skills for prescreening candidates that they may not have identified when creating prescreening questions.

D. The competency library has been translated in all supported languages.

Correct Answer: A

Explanation: A competency is used to gather proficiency level and years of experience of a candidate in order to find the best candidate for a job. Competencies are supplied with the system and are available in the Competency Library.

Competencies available in the Competency Library can then be added in the Prescreening section of a

requisition file.

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**QUESTION 5**

When configuring a CSW, why is it important to designate a completion status within a step?

A. The Completion Status will allow the candidate to progress to the next step in the CSW.

B. The Completion Status will terminate the candidate selection process.

C. The Completion Status will require that all mandatory actions be completed before a hire can be completed.

D. The Completion Status indicates that a candidate can move from one step to another even if some activities are not completed in the step.

Correct Answer: A

Explanation: Actions available in the Next Action column are Candidate Selection Workflow (CSW) movements only,either a

?Move to the next step in the CSW

?Change to the completion status within the current step If the current status is not a completion status, the action displayed will be a move (change status) tothe first completion status of the current step.

If the current status is a completion status, then the action will be a move to the next step at the initialstatus. In a one-

step CSW (reference workflow), only statuses configured as a "completion status" willshow up as next steps.

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