1Z0-474 $^{Q\&As}$

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

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 2

Your client has decided that they would like to collect the candidate\\'s Date of Birth and Social Security number for their background checking vendor in a secondary Application Flow that the recruiter will execute prior to requesting the screening service. Once you have completed building the new form with the data collection fields, what are the two steps that you must take in order to change which form displays to the candidate?

A. Deactivate the Application Flow

B. Edit the Block Properties

C. Configure the Default Languages

D. Edit the Page Properties

Correct Answer: BD

Explanation: Adding the Source Tracking Block in the Career Section Application Flow Prerequisite The Access the Career Section administration section user type permission is required. The application flow must be inactive. Configuration > [Career Section] Administration > Application Flows Steps

1.

  Click an application flow.

2.

  Click Edit.

3.

  Enter the name of the Source Tracking section in the Add a Page field.

4.

  Click Create a Page.

5.

  Select the Job Sourcing Tracking in the Available Blocks section, and drag and drop it to the Source Tracking section you created.

6.

  Click Save.

QUESTION 3

When implementing a new theme and applying the theme for use on an existing active career section, what are the four steps that need to be taken?

A. Deactivate Career Section

B. Create Theme

C. Modify Theme Selection

D. Activate Career Section

E. Contextualize Theme to a Location

F. Assign Theme to an Application Flow

Correct Answer: BCDF

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.

QUESTION 5

Your client would flag for candidates who have responded to a question on the application that indicates they have been convicted of a crime. They would like for the recruiter to better understand the nature of the crime before disqualifying the candidate for a position. How would you configure the system to provide immediate visibility to these candidates?

A. Set up a Prescreening Question asking "Have you ever been convicted of a crime?" and designate the Answer of "Yes" with a 0 Weight.

B. Set up a Disqualification Question asking "Have you ever been convicted of a crime?" and designate the Answer of "Yes" with a To Be Verified result.

C. Set up a Disqualification Question asking "Have you ever been convicted of a crime?" and designate the Answer of "No" with a Pass result.

D. Set up a Disqualification Question asking "Have you ever been convicted of a crime?" and designate the Answer of "Yes" with a Fail result.

Correct Answer: D

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