1Z0-474 ^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

When configuring a screening service, your client may not want to provide both summary and detailed screening results to hiring managers as opposed to HR who should have access to both. How is this accomplished?

A. The screening vendor must agree to send back only summary fields via the integration.

B. The permission to Access Taleo partner detailed results must be revoked for the Manager\\'s user type.

C. The permission to Access Taleo partner summary results must be enabled for the Recruiter\\'s user type.

D. The permission to Access Taleo partner detailed results must be enabled for the Recruiter\\'s user type.

E. The permission to Access Taleo partner summary results must be enabled for the Manager\\'s user type.

Correct Answer: B

QUESTION 2

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

QUESTION 3

Your client has expressed concern that a large volume of their candidate population does not have email access as they are receiving a low percentage of applicants that provide email addresses. What two advantages would the Message Center provide?

A. A recruiter will still be able to send an email message to the candidate using the Recruiting Center correspondence wizard.

B. The message recipient can read his messages and download the files attached to the messages in order to view them.

C. The message center would allow hiring managers and applicants to receive workflow events in a secure message center.

D. The message center can store unlimited number of messages for each candidate.

E. The message center allows candidates reply to received messages when they need to correspond with the recruiter.

Correct Answer: C

Explanation: Secure Message Delivery Customers who wish to have increased control over the information sent to Career Section users via email may choose to enable the Secure Message Delivery feature. When enabled, all messages are delivered to a secure Message Center accessible from any of the customer\'s Career Sections. Message recipients are directed to the Message Center to retrieve their messages.

QUESTION 4

When configuring multiple-choice prescreening questions, what is an important consideration?

A. Include an "Out" such as Not Applicable, None, or None of the Above.

B. Do not make multiple-choice questions required on the questionnaire.

C. Do not mix requirements and assets on a multiple-choice question.

D. Only use multiple-choice questions for legal requirements or certifications.

Correct Answer: A

QUESTION 5

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 interview step once an interview is scheduled.

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

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: AC

Reference:http://www.oracle.com/technetwork/fusion-apps/trecfp12a-userguide-enus- 1649483.pdf(page 192)

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