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QUESTION 1

WhichTalent Profile content sections can be included in job applications?

A. Only Previous Employment and Degrees

B. Only Previous Employment, Degrees, Accomplishments and Licenses and Certifications

C. Only Previous Employment, Degrees and Areas of Study

D. Only Previous Employment, Degrees and Work Requirements

E. Only Previous Employment, Degrees, Work Requirements, Licenses and Certifications and Languages

Correct Answer: E

QUESTION 2

Where do you load the offer letter template for recruiters to use when they create offer letters?

A. in a widget off the candidate file

B. in an OTBI Dashboard

C. in an infolet in the Hiring Work Area

D. in the Recruiting Content Library

Correct Answer: D

Explanation: https://docs.oracle.com/en/cloud/saas/talent-management/20b/faimh/job- offers.html

QUESTION 3

What Isthe context information defined for a candidate selection process used for?

A. Define which Hiring Team is associated with the requisition

B. Define which Offer Team is associated with the requisition

C. Define for which job requisitions this process canbe used

D. Define for which candidates this process can be used

Correct Answer: C

QUESTION 4

What happens to the active job applications of a requisition when the requisition Is filled?

A. The Hiring Team needs to approve the disposition of the active job applications.

B. All candidates not dispositioned are automatically moved to a pipeline requisition.

C. Recruiters need to disposition the active job applications.

D. The active job applications are automatically rejected.

Correct Answer: D

QUESTION 5

What Information populates the Talent Profile once an external candidate Is hired?

A. all attached documents

B. the candidate resume and recruiting content sections

C. thecandidate resume and all attachments

D. the offer letter and the candidate resume

Correct Answer: A

QUESTION 6

How do you add a linked requisition to a pipeline requisition?

A. Create a new linked requisition for the pipeline requisition.

B. Use the Link Requisition option in the action menu.

C. Link an existing requisition to the pipeline requisition.

D. Add the linked requisition number to the pipeline requisition.

Correct Answer: B

QUESTION 7

An organization wants to use video conferencing for second-level interviews with candidates. Which is the correct path for adding this interaction type?

A. Setup and Maintenance > Recruiting and Candidate Experience > Candidate Experience > Configure Recruiting Interaction Categories

B. Tools > Transaction Console > Recruiting Maintenance > CSP Configurations

C. Setup and Maintenance > Recruiting and Candidate Experience > Recruiting and Candidate Experience Management > Configure Recruiting Interaction Categories

D. Tools > Transaction Console > Configure Recruiting Interaction Categories

Correct Answer: C

QUESTION 8

The client will be migratingactive candidates (those candidates that have applied against a requisition in the last 18 months) to ORC. Which methodology is best practice for migrating those candidates?

A. Have the Administrator manually create the data.

B. Upload the profiles via HDL.

C. Insert them into the database via SQL.

D. The Recruiters ran manually create the data for \\'heir candidates.

Correct Answer: D

QUESTION 9

You are creating a candidate selection process and wish to add phases. Which two statements are correct?

A. You can add phases before the Offer phase.

B. You can add phases conditionally based on organizational context.

C. You can add phases conditionally based state within the HR phase.

D. You can add phases after the HR phase.

E. You can add phases between the Offer phase and the HR phase.

Correct Answer: DE

QUESTION 10

When building adisqualification question, Internal or external questions may occasionally disappear. Which two reasons could explain why this happens?

A. The context of the requisition has been changed.

B. The question was manually answered by HR.

C. The context of the disqualification has been changed.

D. The question was changed to a text question.

E. A user manually removed the disqualification question

Correct Answer: AC

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