1Z0-474 ^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

Your client has decided that they would like to collect background checking consent from the candidates during the final step in the application process. Once you have duplicated the application flow and added the Background Consent block, what action must you take before the new Application Flow can be assigned to the career section?

A. Activate the Job Specific Application Flow.

B. Deactivate the Career Section.

C. Modify the Career Section Properties.

D. Adjust the Security Settings.

Correct Answer: A

QUESTION 2

What are two scenarios in which you would build qualifiers into your Candidate Selection Workflow?

A. Your client would like to collect data on why the candidates are declining their offers.

B. Your client is trying to collect data on how much the competition is offering their candidate pool.

C. Your client would like to collect data on how long it took to move from one step to another in the workflow.

D. Your client would like to collect data on why candidates are being rejected by their recruiters.

Correct Answer: AD

QUESTION 3

Dynamic Approval Routing automatically populates the correct requisition approver(S). The list and sequence order of approvers will be predetermined based upon the context and/or content of the requisition. What are two roles that can be invoked when constructing a dynamic approval path?

A. Hierarchical Roles

B. Functional Roles

C. User Roles

D. Job Roles

Correct Answer: AB

QUESTION 4

What four options exist when you are creating a CSW to contextualize it so that it appears in the most appropriate

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context for the requisition when a user is creating a requisition?

A. Req Template

B. Organization

C. Location

D. Job Function

E. Requisition Type

F. Job Template

Correct Answer: BCDE

QUESTION 5

When you create a new department in the system, what can you associate with it?

A. Organization, Job Field, Contacts

B. Organization, Location, Contacts

C. Location, Job Field

D. Organization, Location, Job Field, Contacts

Correct Answer: D

Explanation: Departments can be linked to organizations and locations provided the system administratorhas activated the proper settings.

*Organizations, Locations, and Job Fields (OLF) represent the fundamental data structure by whichinformation is organized in the application

* Organization describes the hierarchical structure of an organization. Up to 20 organization levels can be created. The system proposes the following organization structure, but other terms may be chosento better reflect the hierarchical structure of a company: Organization Structure Company Sector Department Division

QUESTION 6

As opposed to a general profile, which two elements are visible only on a job submission in the candidate file?

A. Prescreening Questions

B. Attachment tab

C. Disqualification Questions

D. Referrals tab

E. History tab

Correct Answer: AB

QUESTION 7

For each requisition, what is identified when ACE Prescreening is configured?

A. The one ideal candidate for a position

B. The top candidates for a position

C. All candidates for a position

D. Candidates who have been disqualified for a position

Correct Answer: B

QUESTION 8

Users that have access to the Questions, Disqualification Questions, and Competencies Libraries can:

A. Access all the items in the Libraries

B. Access only the items in their assigned Organization

C. Access only the items in their assigned Location

D. Access only the items in their assigned Job Field

Correct Answer: B

QUESTION 9

Your client is a large retailer and would like to build a pipeline of candidates in anticipation of each fall hiring rush. Your client is anticipating the need to identify candidates based on their preferences such as candidate who are willing to work weekends and/or holidays. What the configurations would you need to ensure that this information is collected?

A. Create a Work Conditions User Defined form. Add the appropriate fields to collect the candidate\'s preferences and activate the form.

B. Add the Work Conditions Block to the Retail Career Section\'s assigned Candidate Selection Workflow.

C. Edit the Work Condition\'s block and assign the newly created user-defined form to the Block.

D. Create a Basic Profile Information User Defined form. Add the appropriate fields to collect the candidate\'s preferences and activate the form.

E. Add the Basic Profile Information Bock to the Retail Career Section\'s assigned Candidate Selection Workflow.

F. Edit the Basic Profile Information block and assign the newly created user-defined form to the Block.

Correct Answer: B

Explanation: * Work Conditions Block

The work conditions block is only available for hourly and campus hiring types.

QUESTION 10

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 11

When adding a Question regarding years of experience to a requisition, assume the available answers are "No Experience," Less than 1 year," "1-3 years," "3-6 years," "6-10 years" and "More than 10 years." If the client requires a minimum of 2 years of experience, which answer(s) must be marked as Required?

A. 1-3 years

B. Less than 1 year, 1-3 years

C. 1-3 years, 3-6 years, 6-10 years, More than 10 years

D. Less than 1 year, 1-3 years, 3-6 years, 6-10 years, More than 10 years

Correct Answer: A

QUESTION 12

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 13

Your client requires the ability to capture multiple payroll allowances as part of a candidate offer. What design option best supports this requirements?

A. Create Offer UDFs for each Allowance category and associate each with the Offer.

B. Create Candidate UDFs for each Allowance category and complete these prior to creating the Offer.

C. Create Requisition UDFs for each Allowance category and associate these with the Requisition.

D. Create a custom IUDS to list the Allowance categories.

Correct Answer: B

Explanation: User-defined fields (UDF) can be created to collect information according to specific organization requirements.

QUESTION 14

Your client would like to match the Background Color and Front to match their corporate style guide standards. What action must you take to make these changes?

A. You must modify the properties in the associated Theme.

B. You must modify the properties in the Career Section.

C. You must contact Support to make the changes.

D. You must modify the CSS (Cascading Style Sheet) that has been inserted into the Career Section.

Correct Answer: D

QUESTION 15

In order to Create, Duplicate, Edit (Revoke or Grant Permissions) or Delete User Types, what setting must you ensure is enabled before any configuration can be made?

A. Your user must have the "Manage User Types" user permission enabled under the Recruiting Functional Domain.

B. The company setting "Enable User Type Management" must be turned on by Support.

C. Your user must have the "Manage User Types" user permission enabled under the Configuration Functional Domain.

D. The company setting "Enable Custom User Types" must be turned on by Support.

Correct Answer: A

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