1Z0-474 Q&As

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

Your client has a concern with allowing all users, specifically hiring managers, to record comments once a candidate has been screened or completed an interview. What are two recommendations that you can make to your client regarding their CSW configuration?

A. A recommendation would be to utilize Qualifiers to collect structured data around reasons for a candidate\\'s disqualification.

B. A recommendation would be to remove the ability for hiring managers to make comments within the CSW.

C. A recommendation would be to provide training to hiring managers on the company\\'s hiring policies and procedures.

D. It would be recommended to remove the hiring manager\\'s access from the system when there is cause for concern.

Correct Answer: A

QUESTION 2

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 3

When configuring a Candidate Selection Workflow (CSW) what is an advantage if it is associating it with Foundation Elements?

A. The system will automatically present the CSW for all requisitions.

B. The system will automatically select the CSW that provides the highest degree of compatibility based on the Organization-Location-Job Field of the requisition.

C. The system will automatically select the CSW that provides the highest degree of compatibility based on the user\\'s User Group Organization-location-Job Field association.

D. The system will automatically select the CSW that provides the highest degree of compatibility based on the staffing type of the requisition.

Correct Answer: B

QUESTION 4

Your client would like to allow the ability for candidates to reply directly to a specific email address of a recruiting coordinator who is responsible for monitoring incoming messages when a candidate receives a correspondence message regardless of the origin of the message. What are the two steps to enable this functionality?

A. Enable the setting Display "Reply To" Field

B. In the Reply To field, enter the email address of the recipient that you want to allow to reply to the message.

C. Copy a variable from the Variables list and paste it into the Reply To field.

D. Contextualize the message template to the appropriate Organization-Location-Job Function Context.

Correct Answer: A

QUESTION 5

Your client would like to ensure that all applicants are presented with the correct set of questions that qualify that they meet the minimum requirements for employment with the organization that has locations in the United States and the United Kingdom. How would you ensure that candidates are presented with the correct set of questions for the job that they are applying for?

A. Associate the Disqualification Questions to a requisition.

B. Associate the Disqualification Questions to the appropriate Locations and Job Fields.

C. Associate the Disqualification Questions to a requisition template.

D. Configure the Disqualifications in the Recruiting Administration > General Configuration.

Correct Answer: B

Explanation: * Disqualification questions are created and configured in the Disqualification Question Library. Questions available in the Disqualification Question Library can appear in the Prescreening section of a requisition file if the locations and job fields of the disqualification question matches the locations and job fields of the requisition.

* A disqualification question is a single-answer question that contains the minimum requirements for

a candidate to be eligible for a job. A candidate not meeting the required response can be instantly exited from the application process.

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