



1Z0-474^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

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

QUESTION 2

When an ad-hoc prescreening question is created for a requisition and not saved into the prescreening library what are two disadvantages to this approach for an organization?

- A. The question cannot be pulled into an advanced search and used as search criteria.
- B. The question is not available for reuse on additional requisitions in a similar Job Family or Location.
- C. The question is not available in the candidate tracking history.
- D. The question cannot be weighted.

Correct Answer: BC

Explanation: Questions created in the Question library are available in the Question Library and can then be added in the Prescreening section of a requisition file.

QUESTION 3

When building a Career Section, in order to preview it, which area within the Career Section would you access?

- A. Application Flow Properties
- B. Career Section URL
- C. Career Section Properties
- D. Career Portal Pages
- E. Career Section Preview

Correct Answer: E



Explanation: Viewing Candidates Matching a Requisition Prerequisite

A user type permission grants users access to this feature.

The requisition must be posted on a career section.

Steps

1.

In the requisition file, select the Posting and Sourcing tab.

2.

In the Career Sections section, click Preview Matching Candidates.

Result

The Posting Requisitions - Filter Matching Candidates window displays candidates matching the requisition.

QUESTION 4

When building the OLF Structure, what function is served by the mapping data in the "Associated Reference" field for each element?

- A. Through this association, data can be exchanged between two or more systems in a compatible format.
- B. This association drives the radius-based job search.
- C. Through this association, labels display that are universally understood internal and external to the company.
- D. Through this association internal inconsistencies are resolved within organizations.

Correct Answer: B

Explanation: Organizations, Locations, and Job Fields (OLF) represent the fundamental data structure by which information is organized in the application. Contextualization, i.e. Organization-Location-Job Field structure associated to an element, represents the framework the application uses to organize, classify, link, match or search for information in the application.

QUESTION 5

Your client has requested that you construct a targeted career site for a brand new location. Identify two career section items that must be contextualized to this location?

- A. Career Sections
- B. Application Flows
- C. User-defined Forms
- D. Statements



Correct Answer: BC

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