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QUESTION 1

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 2

Your company is global and the standard Social Security Number field does not support your needs for capturing National IDs outside of the United States. Which two items represent the best design option for addressing this challenge?

A. Create a generic National ID UDF and contextualize for use in all non-U.S. countries.

B. Use Configuration to change the label of the Social Security Number field to something more generic.

C. Contextualize the standard Social Security Number field for the United States only.

D. Create a new UDF for candidates to select a value from a list to indicate when they have entered something that is not a U.S. Social Security Number.

Correct Answer: C

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

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 5

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