



# 1Z0-474<sup>Q&As</sup>

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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### QUESTION 1

Identify two reasons your Privacy Statement is displaying to some candidates but not to all candidates?

- A. The Privacy Statement content type is assigned to appear on only one career portal.
- B. The Privacy Statement is contextualized to display only for requisitions assigned to a given Location.
- C. The Privacy Statement is defined to appear before the application flow.
- D. The Privacy Statement has been deactivated.

Correct Answer: AB

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### QUESTION 2

What are three data elements driven by SmartOrg during the requisition posting process?

- A. Job Boards
- B. Career Sites
- C. Agencies
- D. Languages
- E. Req Title by Manager

Correct Answer: ABC

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### QUESTION 3

Your client is opening a new location in Texas and they would like to create an area on their career\\'s page with a list of jobs featuring all postings prefiltered in the Dallas Fort Worth area. What step must you take in order to create the new URL with this prefiltered list of jobs?

- A. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Add the Keyword Dallas and Texas to the URL Parameters.
- B. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Associate the location Dallas to the URL Parameters.
- C. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Enable the radius search within 50 miles of Dallas.
- D. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Set the Urgent Jobs Flag in the URL Parameters.

Correct Answer: A

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**QUESTION 4**

Your client would like to enforce that all hiring managers who are hiring engineers to consider only candidates with a Masters degree. What are two configurations that you can set in the system to make this rule increasingly visible to the managers?

- A. Set your manager's user type to only display candidates that have a Masters degree or higher.
- B. Ensure that the list view variation assigned to managers contains the field Education Level on Global and visible CSW Steps in the workflow.
- C. Adjust the manager's Configuration Profile to only display candidates that have a Masters degree or higher.
- D. Enable the Candidate Compare Feature so that managers can easily view the education level of their candidates side by side for each job.
- E. Ensure that the SmartOrg Settings for the engineering job family are set such that any candidate that does not have a Masters degree education level or higher is automatically disqualified.

Correct Answer: BE

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**QUESTION 5**

Identify the two actions that you must take if you want to edit the properties of an existing Application Flow?

- A. Dissociate the application flow from an active Career Section.
- B. Modify the properties of the associated Career Section.
- C. Deactivate the Application Flow.
- D. Remove the language configuration.

Correct Answer: BC

Explanation: Adding the Source Tracking Block in the Career Section Application Flow Prerequisite The Access the Career Section administration section user type permission is required. The application flow must be inactive.  
Configuration > [Career Section] Administration > Application Flows Steps

1.

Click an application flow.

2.

Click Edit.

3.

Enter the name of the Source Tracking section in the Add a Page field.

4.

Click Create a Page.



5.

Select the Job Sourcing Tracking in the Available Blocks section, and drag and drop it to the Source Tracking section you created.

6.

Click Save.

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