



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

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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**QUESTION 1**

Your client would like to insert text on the header of the Background Check Consent page in the Application Flow on their Hourly career Section. What steps must you take in order to insert the text?

- A. Dissociate the Application Flow from the Career Section.
- B. Deactivate the Application Flow.
- C. Edit the Page Properties for the Background Check Page to insert the text.
- D. Edit the Background Check Consent Block to insert the text.
- E. Edit the User Defined Labels in the Background Check Block to insert the text.

Correct Answer: BC

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**QUESTION 2**

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 3**

Your client would like to use the Taleo offer Management functionality for their corporate recruiting needs. What needs to be configured to enable offer management?

- A. Offer Management should be turned on In the Administration Module under Recruiting > Settings.
- B. A step should be created called Offer with the reference model called Offer and added to the CSW for the corporate positions.
- C. The Statuses for the organization's Offer Process should be mapped to the RSOffer step and added to the CSW for the corporate positions.



D. The step called RSOffer should be added to the CSW for the corporate positions.

Correct Answer: B

Explanation: CSW and Offer step Using the Offer step is a simplified way to track offer activity in a candidate hiring process without enabling the entire Offer Management module functionality. Placing this step in a workflow will not enable the use of the Offers tab and Offer Approvals tab. A candidate selection workflow containing an Offer step allows users to move candidates from one step to another using standard actions (Change Step/Status, Move, Revert).

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#### QUESTION 4

Your client has multiple locations and they would like to use different Candidate Selection Workflows for each location where they are recruiting. In order for the administrators to be able to contextualize the CSWs to the requisition locations, what must you first activate?

- A. The CSW OLF Activation Setting in General Configuration Settings.
- B. The CSW OLF Activation Setting in Recruiting Settings.
- C. The CSW OLF Activation Setting in SmartOrg Settings.
- D. Contact Oracle Support to Activate the CSW OLF Activation Setting.

Correct Answer: C

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#### QUESTION 5

Your client is looking to solve the issue of multiple hiring managers considering the same candidate and progressing them to the offer stage creating an internal competitive offer situation. What two recommendations would you make to your client that will make this scenario impossible?

- A. Activate the Threshold CSW Step - Prevent Advancing Feature and specify the threshold in Recruiting -> Settings
- B. Activate the User Type Setting View candidates in search results even If the submission status is beyond the threshold step to hide from search for recruiters.
- C. Activate the Threshold CSW Step - Candidates Hidden from Search Results and specify the threshold in Recruiting -> Settings.
- D. Do not activate the user Type Setting Access External/Internal candidate criteria for hiring managers.

Correct Answer: BC

Explanation: Excluding candidates in selection process who have attained or proceeded beyond a specific status: The Threshold CSW Step - Hide from Search setting works in tandem with the Allow users to view candidates that are being considered in other active requisitions user type permission to prevent competitive recruiting. This setting sets the status from which the system is to stop showing.