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Oracle Taleo Recruiting Cloud Service 2012 Essentials

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**QUESTION 1**

Your client has decided that they would like to collect background checking consent from the candidates during the final step in the application process. Once you have duplicated the application flow and added the Background Consent block, what action must you take before the new Application Flow can be assigned to the career section?

- A. Activate the Job Specific Application Flow.
- B. Deactivate the Career Section.
- C. Modify the Career Section Properties.
- D. Adjust the Security Settings.

Correct Answer: A

QUESTION 2

Your client wants to present different Requisition views, one for Managers and one for Recruiters. What configurations will support this requirement?

- A. Create two different Configuration Profiles, one for Managers and one for Recruiters.
- B. Create two different Requisition Files, one for Recruiters and one for Managers.
- C. Set the field properties to (Mandatory = Yes) in the Selected Element Properties section for this field.
- D. Create two different Requisition Files, one for Managers and one for Recruiters, and associate them with different Manager and Recruiters Configuration Profiles.

Correct Answer: B

Explanation: A requisition file details the specific requirements for a job position.

Incorrect:

Not Configuration Profiles: A configuration profile is a set of settings which control how the application behaves for a specific set of

users to better fit the user experience.

It is through the configuration profile that different product behaviors can be achieved such as a streamlined manager product experience vs. a more robust recruiter product experience. Users may

have the same set of permissions which grant access to specific features, but how a user is presented

access to the features is then further controlled by the configuration profile designation.

QUESTION 3

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

QUESTION 4

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

QUESTION 5

Identify the option that can be contextualized to a foundation element?

- A. User Types
- B. User Groups
- C. Center Stages
- D. Configuration Profiles
- E. Paragraphs

Correct Answer: D



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