



1Z0-474^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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**QUESTION 1**

Your client has expressed concern that a large volume of their candidate population does not have email access as they are receiving a low percentage of applicants that provide email addresses. What two advantages would the Message Center provide?

- A. A recruiter will still be able to send an email message to the candidate using the Recruiting Center correspondence wizard.
- B. The message recipient can read his messages and download the files attached to the messages in order to view them.
- C. The message center would allow hiring managers and applicants to receive workflow events in a secure message center.
- D. The message center can store unlimited number of messages for each candidate.
- E. The message center allows candidates reply to received messages when they need to correspond with the recruiter.

Correct Answer: C

Explanation: Secure Message Delivery Customers who wish to have increased control over the information sent to Career Section users via email may choose to enable the Secure Message Delivery feature. When enabled, all messages are delivered to a secure Message Center accessible from any of the customer's Career Sections. Message recipients are directed to the Message Center to retrieve their messages.

QUESTION 2

Dynamic Approval Routing automatically populates the correct requisition approver(S). The list and sequence order of approvers will be predetermined based upon the context and/or content of the requisition. What are two roles that can be invoked when constructing a dynamic approval path?

- A. Hierarchical Roles
- B. Functional Roles
- C. User Roles
- D. Job Roles

Correct Answer: AB

QUESTION 3

For each requisition, what is identified when ACE Prescreening is configured?

- A. The one ideal candidate for a position
- B. The top candidates for a position
- C. All candidates for a position



D. Candidates who have been disqualified for a position

Correct Answer: B

QUESTION 4

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.

QUESTION 5

What is the primary advantage of using the elements in the competency library when constructing prescreening on a job requisition template?

A. The competency library provides a standard set of measures for years of experience and proficiency that can be



leveraged in a structured data search, ACE Thresholds, and candidate compare.

B. The competency library provides the recruiter with a standard measure for the interest level associated with the competency.

C. The competency library provides the recruiter with a selection job-specific skills for prescreening candidates that they may not have identified when creating prescreening questions.

D. The competency library has been translated in all supported languages.

Correct Answer: A

Explanation: A competency is used to gather proficiency level and years of experience of a candidate in order to find the best candidate for a job. Competencies are supplied with the system and are available in the Competency Library.

Competencies available in the Competency Library can then be added in the Prescreening section of a requisition file.

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