1Z0-474 Q&As

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

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

QUESTION 2

Your client has a large campus recruiting initiative for several intern requisitions. The recruiters receive a large volume of resume at campus recruiting events. The recruiters would like to quickly pull these resumes into the system associated while collecting information that they have learned from the candidate on the spot such as date of availability and current GPA. Once you have constructed the Candidate file with the type "Create Candidate" that has all of your desired fields, what is the next step?

A. In Candidate File Setup Editor Activate the file for "viewing and editing Job-specific submissions* with the Campus Staffing Type.

B. In Candidate File Setup Editor Activate the file for "creating Job-specific submissions\\\' with the Campus Staffing Type.

C. In Candidate File Setup Editor Activate the file for the "quick creation of candidate profiles" as the default.

D. Activate the File as the default Activated candidate file for viewing and editing general profiles.

Correct Answer: B

Explanation: Candidate File Setup and Requisition File Setup The Candidate File Setup and Requisition File Setup features allow system administrators to indicate

in which situations user-define files will be used and to associate user-defined files to staffing types.

System administrators first define a primary file. Then, if desired, they can set a different file to be used

for each staffing type. If a staffing type is not specified, the default file will be used.

QUESTION 3

What two elements does the Configuration profile control within the Recruiting Center?

A. Search Widget

B. Core Navigation Bar

C. Coverage Areas

D. User Types

Correct Answer: AD

Explanation: D: A center stage is selected for each configuration profile and a configuration profile is tied to each user.

A: Users can save a search query if the feature is activated in the user\\'s configuration profile and if the user type permission has been granted. The fields that can be selected in the Recruiting Center to customize a search query are set by the system administrator for each configuration profile. If a user is not linked to a configuration profile or is linked to a configuration profile for which the system administrator has not selected additional fields, then only the set of default fields are displayed when customizing a search query in the Recruiting Center.

QUESTION 4

What processes can be assigned unique candidate files?

A. Viewing and editing general profiles

B. Creating candidate profiles

C. Viewing and editing job submissions

D. Segmentation of candidate capture types

E. Modifying field-level security

Correct Answer: B

Explanation: The candidate file identifier is used to specify which candidate-specific information is presented in the Candidate column of candidates lists.

QUESTION 5

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 withoutenabling the entire Offer Management module functionality. Placing this step in a workflow will notenable 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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