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Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

You have been asked by your client to create a Candidate Selection Workflow that is specific to all Hourly positions in California. What two elements would you contextualize on your CSW?

- A. Organization
- B. Location
- C. Job Field
- D. Staffing Type
- E. Requisition Status

Correct Answer: DE

Reference: <http://www.oracle.com/technetwork/fusion-apps/taleo10-recruitinguserguide-1647657.pdf>

QUESTION 2

When "minimum or greater" prescreening logic is applied to a single answer question on requisition, how should the ACE Threshold be set to ensure that all possible answers record the candidate as having met the requirement?

- A. Each answer that represents the minimum to the maximum must be marked as required.
- B. The answers that represent the minimum to the maximum range must all be marked as assets.
- C. The answer that represents the maximum must be marked as required with the rest of the answers in the range being marked as assets.
- D. The answer that represents the maximum requirement should be weighted.

Correct Answer: A

QUESTION 3

Your client would like to ensure that all candidates that are being hired into the Information Technology department sit for a mandatory skills-based assessment. When constructing the candidate selection workflow, what are the two steps that you must take to ensure that this step is enforced for this Job type?

- A. Ensure that the Assessment Test step in the primary CSW is contextualized to the job type.
- B. Duplicate the primary CSW and ensure that the Assessment Step is added. Save and contextualize this CSW to the Job type.
- C. When adding the Assessment Step to the CSW you must mark it as mandatory
- D. Set the user type for the users to allow recruiters to view restricted steps.
- E. Set the qualifiers in the step to automatically collect the test results so that the candidate is disqualified.



Correct Answer: B

QUESTION 4

While in draft mode what are some actions that cannot be performed on a requisition?

- A. The requisition cannot be posted to a career site.
- B. The requisition cannot be requested for contribution.
- C. One cannot create a search query based on the requisition.
- D. The requisition cannot be deleted.
- E. The requisition cannot be filled.

Correct Answer: CE

QUESTION 5

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

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