1Z0-474 ^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

Your client wants to present different Requisition views, one for Manages 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 2

Your client has a concern with allowing all users, specifically hiring managers, to record comments once a candidate has been screened or completed an interview. What are two recommendations that you can make to your client regarding their CSW configuration?

A. A recommendation would be to utilize Qualifiers to collect structured data around reasons for a candidate\\'s disqualification.

B. A recommendation would be to remove the ability for hiring managers to make comments within the CSW.

C. A recommendation would be to provide training to hiring managers on the company\\'s hiring policies and procedures.

D. It would be recommended to remove the hiring manager\\'s access from the system when there is cause for concern.

Correct Answer: A

QUESTION 3

In order to Create, Duplicate, Edit (Revoke or Grant Permissions) or Delete User Types, what setting must you ensure is enabled before any configuration can be made?

A. Your user must have the "Manage User Types" user permission enabled under the Recruiting Functional Domain.

B. The company setting "Enable User Type Management" must be turned on by Support.

C. Your user must have the "Manage User Types" user permission enabled under the Configuration Functional Domain.

D. The company setting "Enable Custom User Types" must be turned on by Support.

Correct Answer: A

QUESTION 4

When setting up prescreening on a requisition, which two parameters can only be applied to Competencies versus Questions?

A. Required versus Asset

B. Weight

C. Minimum Proficiency

D. Minimum Experience

Correct Answer: CD

Explanation: For each question and competency contained in a requisition, users can define if the question or

competency is required or an asset, the weight (optional), the minimum proficiency (competencies only) and the minimum experience (competencies only).

QUESTION 5

As opposed to a general profile, which two elements are visible only on a job submission in the candidate file?

A. Prescreening Questions

B. Attachment tab

C. Disqualification Questions

D. Referrals tab

E. History tab

Correct Answer: AB

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