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**QUESTION 1**

You may create as many Candidate Selection Processes (CSP) as you need. What is the traditional workflow for a CSP?

- A. New, Screening, Interview and Selection, Offer, HR
- B. New, Interview, Assessments, Offer, Hire
- C. New, Prescreen, Testing, Background Check, Interview, Offer, HR
- D. New, Screening, Interview, Offer, Background Check, HR
- E. New, Prescreen, Test, Interview, Background Check, Offer, Hire

Correct Answer: D

QUESTION 2

The hiring and offering teams are, by default, made up of recruiters, hiring managers and collaborators. Which lookup type allows you to expand these to include sourcers, interview teams and coordinators?

- A. ORA_IRC_COLLABORATOR_RESP_TYPE
- B. IRC_ORA_HIRE_OFFER_TEAM_DEF
- C. IRC_ORA_COLLAB_HIRE_OFFER_RESP_TYPE
- D. ORA_IRC_HIRING_TEAM_COLLAB_TYPE

Correct Answer: D

QUESTION 3

Which Talent Profile content sections can be included in job applications?

- A. Only Previous Employment and Degrees
- B. Only Previous Employment, Degrees, Accomplishments and Licenses and Certifications
- C. Only Previous Employment, Degrees and Areas of Study
- D. Only Previous Employment, Degrees and Work Requirements
- E. Only Previous Employment, Degrees, Work Requirements, Licenses and Certifications and Languages

Correct Answer: E

QUESTION 4



The organization has decided to use a modified recruiting role for their sourcing team. You will use the recruiter role as the basis for this new job role.

Which role will you use?

- A. ORC_RECRUITER_HR
- B. GSE_IRC_RECRUITER_JOB
- C. ORA_ORC_RECRUITER_REQUISITIONS
- D. ORA_IRC_RECRUITER_JOB

Correct Answer: C

QUESTION 5

Which job applications are visible to recruiters in the job application list, by default?

- A. Active Applications
- B. Disqualified applications
- C. Rejected and withdrawn applications
- D. Unconfirmed and confirmed applications

Correct Answer: D

Explanation: <https://docs.oracle.com/en/cloud/saas/talent-management/20b/faush/candidate-jobapplications.html#FAUSH2323914>

QUESTION 6

When creating custom content sections for the Career Site, which two elements may be added?

- A. Gallery
- B. Job Listing
- C. Video
- D. Image
- E. Manager Profile

Correct Answer: CD

Explanation: <https://docs.oracle.com/en/cloud/saas/talent-management/20c/faimh/careersites.html#FAIMH3080554>

QUESTION 7



You want to alter scores on a pre-screening question. Which step would you perform first to achieve this?

- A. Remove all existing scores.
- B. Delete the original question.
- C. Set all scores to zero.
- D. Edit the question.

Correct Answer: D

QUESTION 8

The organization would like to use LinkedIn Integration for candidates to upload information based on their LinkedIn Profile. Which path leads to the proper setting?

- A. Setup and Maintenance > Recruiting and Candidate Experience Management > LinkedIn Profile Configuration
- B. Setup and Maintenance > Recruiting and Candidate Experience Management > Recruiting and Candidate Experience Management > Recruiting Category Provisioning and Configuration
- C. Setup and Maintenance > Recruiting and Candidate Management > Recruiting and Candidate Management > Talent Profile Management > LinkedIn Integration
- D. Tools > Scheduled Processes > LinkedIn Profile Integration

Correct Answer: B

QUESTION 9

Which statement is true regarding the maximum number of seats in interview slots ?

- A. only editable upon creation.
- B. always set to 1.
- C. editable after interview slots have already been assigned.
- D. never editable.

Correct Answer: C

QUESTION 10

Your recruiting team is comprised of recruiting coordinators, recruiters and sourcers, in addition to the hiring manager. When defining Hiring Teams on the requisition, where do recruiting coordinators and sourcers belong?

- A. As specialists
- B. As collaborators



C. As coordinators

D. As recruiters

Correct Answer: D

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