1Z0-474^{Q&As}

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

Your client requires the capture meal allowance terms as part of Offers generated for selected candidates in Mexico. How can this be accomplished?

A. Create a candidate UDF for meal allowances and contextualize for the location of Mexico.

B. Create an offer UDF for meal allowances and contextualize for the location of Mexico.

C. Create a requisition UDF for meal allowances and contextualize for the location of Mexico.

D. Create a Large User Defined Selection (LUDS) and list out the possible meal allowances.

Correct Answer: A

QUESTION 3

When building the OLF Structure, what function is served by the mapping data in the "Associated Reference" field for each element?

A. Through this association, data can be exchanged between two or more systems in a compatible format.

B. This association drives the radius-based job search.

C. Through this association, labels display that are universally understood internal and external to the company.

D. Through this association internal inconsistencies are resolved within organizations.

Correct Answer: B

Explanation: Organizations, Locations, and Job Fields (OLF) represent the fundamental data structure by which information is organized in the application. Contextualization, i.e. Organization-Location-Job Field structure associated

to an element, represents the framework the application uses to organize, classify, link, match or search for information in the application.

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

Your client has expressed concern that one of the open positions that they have activated prescreening for is delivering a high volume of ACE candidates. What recommendations should you consider making to your client?

A. You should suggest that the recruiter unpost the job immediately and add additional prescreening questions to the prescreening form on the job.

B. You should suggest that the recruiter unpost the Job immediately and add competencies to the prescreening form on the job.

C. You should suggest that the recruiter adjust the ACE Alert Threshold and employ weighting on the most important assets.

D. You should suggest that the recruiter adjust the ACE Alert Threshold and increase the number of assets.

Correct Answer: C

QUESTION 6

Your client would like to insert text on the header of the Background Check Consent page in the Application Flow on their Hourly career Section. What steps must you take in order to insert the text?

A. Dissociate the Application Flow from the Career Section.

B. Deactivate the Application Flow.

C. Edit the Page Properties for the Background Check Page to insert the text.

D. Edit the Background Check Consent Block to insert the text.

E. Edit the User Defined Labels in the Background Check Block to insert the text.

Correct Answer: BC

QUESTION 7

What are the three types of questions that can be Implemented In the construction of a Job- specific prescreening question?

A. Single Answer

B. Multiple Choice

C. Text

D. Rating Scale

E. Ranking

Correct Answer: ABC

Explanation: A:Example:

How many years of experience do you have in Java programming.

B: Example:

Indicate which computer applications you have used to perform your job duties in the past. Select all

that apply.

C: Example:

Please specify the crimes you were convicted for as well as any details".

A maximum of 256 characters can be entered.

QUESTION 8

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 9

Your client would like to allow candidates the ability to delete their own attachments when making updates to their profile so that their stored resume is the most current. What action would you take in order to accomplish this?

A. Deactivate the career section and then edit the Career Sections Properties.

B. Dissociate the Application Flow from the Career Section and Edit the Attachment Block.

C. Dissociate the Theme Properties.

D. Insert text instructing the candidate to access My Account Options to delete the attachment.

Correct Answer: B

QUESTION 10

When setting up the Candidate Communication Agent it is important to understand if the Client uses multiple Requisitions hire types. What would be a determination that you would need to make prior to the configuration of the Candidate facing Status?

A. Determine if the message broadcast to each Audience type from each Requisition Hire Type needs to differ or if it can remain consistent.

B. Determine what the default filters are for candidate matching.

C. Determine if your client wants to give the candidate the possibility of deleting their account.

D. Determine if your client wants to give the candidate the possibility of withdrawing their application.

Correct Answer: B

QUESTION 11

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 12

Your client is opening a new location in Texas and they would like to create an area on their career\\'s page with a list of jobs featuring all postings prefiltered in the Dallas Fort Worth area. What step must you take in order to create the new URL with this prefiltered list of jobs?

A. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Add the Keyword Dallas and Texas to the URL Parameters.

B. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Associate the location Dallas to the URL Parameters.

C. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Enable the radius search within 50 miles of Dallas.

D. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Set the Urgent Jobs Flag in the URL Parameters.

Correct Answer: A

QUESTION 13

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 14

Your company is global and the standard Social Security Number field does not support your needs for capturing National IDs outside of the United States. Which two items represent the best design option for addressing this challenge?

A. Create a generic National ID UDF and contextualize for use in all non-U.S. countries.

B. Use Configuration to change the label of the Social Security Number field to something more generic.

C. Contextualize the standard Social Security Number field for the United States only.

D. Create a new UDF for candidates to select a value from a list to indicate when they have entered something that is not a U.S. Social Security Number.

Correct Answer: C

QUESTION 15

What four options exist when you are creating a CSW to contextualize it so that it appears in the most appropriate context for the requisition when a user is creating a requisition?

A. Req Template

B. Organization

C. Location

D. Job Function

E. Requisition Type

F. Job Template

Correct Answer: BCDE