1Z0-474^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

Your client has decided that they would like to collect background checking consent from the candidates during the final step in the application process. Once you have duplicated the application flow and added the Background Consent block, what action must you take before the new Application Flow can be assigned to the career section?

A. Activate the Job Specific Application Flow.

B. Deactivate the Career Section.

C. Modify the Career Section Properties.

D. Adjust the Security Settings.

Correct Answer: A

QUESTION 2

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).

QUESTION 3

Settings in Taleo have security levels. Some settings can be changed by the customer in the product administration module and some settings can only be viewed by the customer in the administration module. Some settings are visible only to Taleo and not to the customer. What are the three security level settings in Taleo?

A. Private

B. Restricted

C. Public

D. Confidential

E. Protected

F. General

Correct Answer: ACE

Reference:http://www.oracle.com/technetwork/fusion-apps/taleo-10sp1-recconfigguide- 1647691.pdf(page 50)

QUESTION 4

Your client is a large retailer and would like to build a pipeline of candidates in anticipation of each fall hiring rush. Your client is anticipating the need to identify candidates based on their preferences such as candidate who are willing to work weekends and/or holidays. What the configurations would you need to ensure that this information is collected?

A. Create a Work Conditions User Defined form. Add the appropriate fields to collect the candidate\\'s preferences and activate the form.

B. Add the Work Conditions Block to the Retail Career Section\\'s assigned Candidate Selection Workflow.

C. Edit the Work Condition\\'s block and assign the newly created user-defined form to the Block.

D. Create a Basic Profile Information User Defined form. Add the appropriate fields to collect the candidate\\'s preferences and activate the form.

E. Add the Basic Profile Information Bock to the Retail Career Section\\'s assigned Candidate Selection Workflow.

F. Edit the Basic Profile Information block and assign the newly created user-defined form to the Block.

Correct Answer: B

Explanation: * Work Conditions Block

The work conditions block is only available for hourly and campus hiring types.

QUESTION 5

Your client is looking to solve the issue of multiple hiring managers considering the same candidate and progressing them to the offer stage creating an internal competitive offer situation. What two recommendations would you make to your client that will make this scenario impossible?

A. Activate the Threshold CSW Step - Prevent Advancing Feature and specify the threshold in Recruiting -> Settings

B. Activate the User Type Setting View candidates in search results even If the submission status is beyond the threshold step to hide from search for recruiters.

C. Activate the Threshold CSW Step - Candidates Hidden from Search Results and specify the threshold in Recruiting -> Settings.

D. Do not activate the user Type Setting Access External/Internal candidate criteria for hiring managers.

Correct Answer: BC

Explanation: Excluding candidates in selection process who have attained or proceeded beyond a specific status: The

Threshold CSW Step - Hide from Search setting works in tandem with the Allow users to view candidates that are being considered in other active requisitions user type permission to prevent competitive recruiting. This setting sets the status from which the system is to stop showing.

QUESTION 6

What is the name of the search utility that uses patterns and themes to search the database for candidates?

A. Conceptual

B. Relational

C. Simultaneous

D. Collaborational

Correct Answer: B

QUESTION 7

Your client would like to enforce that all hiring managers who are hiring engineers to consider only candidates with a Masters degree. What are two configurations that you can set in the system to make this rule increasingly visible to the managers?

A. Set your manager\\'s user type to only display candidates that have a Masters degree or higher.

B. Ensure that the list view variation assigned to managers contains the field Education Level on Global and visible CSW Steps in the workflow.

C. Adjust the manager\\'s Configuration Profile to only display candidates that have a Masters degree or higher.

D. Enable the Candidate Compare Feature so that managers can easily view the education level of their candidates side by side for each job.

E. Ensure that the SmartOrg Settings for the engineering job family are set such that any candidate that does not have a Masters degree education level or higher is automatically disqualified.

Correct Answer: BE

QUESTION 8

When implementing a new theme and applying the theme for use on an existing active career section, what are the four steps that need to be taken?

A. Deactivate Career Section

B. Create Theme

C. Modify Theme Selection

D. Activate Career Section

E. Contextualize Theme to a Location

F. Assign Theme to an Application Flow

Correct Answer: BCDF

QUESTION 9

Your client would like to create a simplified way for hiring managers to progress candidates in the workflow with a single click avoiding the need to open each candidate record to complete the progression in the More Actions menu. What recommendation would you make to your client?

A. Next Action column must be added in the hiring manager\\'s candidate list format.

B. Progression Status column must be added in the hiring manager\\'s candidate list format.

C. Disable the Setting Threshold CSW Step - Prevent advancing.

D. Restricted confidentiality level setting on the Hiring Manager Review step must be removed.

Correct Answer: A

Explanation: To be able to change the step/status of a candidate with one click, the Next Action column must beadded in a candidate list format.

QUESTION 10

Your client would like to match the Background Color and Front to match their corporate style guide standards. What action must you take to make these changes?

A. You must modify the properties in the associated Theme.

B. You must modify the properties in the Career Section.

C. You must contact Support to make the changes.

D. You must modify the CSS (Cascading Style Sheet) that has been inserted into the Career Section.

Correct Answer: D

QUESTION 11

Your client would like to modify a standard paragraph in the candidate rejection letter to insert messaging relevant to a seasonal hiring push. Why is it best to duplicate the paragraph before making the edits?

A. Any edits to a paragraph will affect all templates that use that paragraph.

B. It is Important to track all changes made to the original paragraph.

C. When a paragraph is created from scratch it is not available in the Paragraphs list.

D. When a paragraph is duplicated the user can customize the message for each candidate upon sending.

Correct Answer: D

QUESTION 12

What is the proper order for associating fields, forms, and files?

A. Assign fields and forms to files.

B. Assign fields to files and files to forms.

C. Assign fields to forms and forms to files.

D. Assign fields and files for forms.

Correct Answer: C

Explanation: User-defined files are used to build requisitions, requisition templates, and candidate files.

A user-defined file is a page consisting of sections, each section contains blocks, a block contains forms and a form contains fields.

* Requisition files are created with the combination of multiple forms and predefined blocks grouped within sections.

QUESTION 13

Your client would like to leverage the ACE prescreening to allow the system to automatically sort and rank candidates who are applying to high volume positions. What type of question will you want to avoid creating when setting up ACE prescreening for these high volume jobs?

A. Multiple Answers

B. Single Answers

C. Open Text

D. Competencies

E. Disqualification

Correct Answer: D

QUESTION 14

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 15

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