1Z0-474^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

Your client has requested that you construct a targeted career site for a brand new location. Identify two career section items that must be contextualized to this location?

A. Career Sections

B. Application Flows

C. User-defined Forms

D. Statements

Correct Answer: BC

QUESTION 2

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

QUESTION 3

When an ad-hoc prescreening question is created for a requisition and not saved into the prescreening library what are two disadvantages to this approach for an organization?

A. The question cannot be pulled into an advanced search and used as search criteria.

B. The question is not available for reuse on additional requisitions in a similar Job Family or Location.

C. The question is not available in the candidate tracking history.

D. The question cannot be weighted.

Correct Answer: BC

Explanation: Questions created in the Question library are available in the Question Library and can then be added

in the Prescreening section of a requisition file.

QUESTION 4

When creating a new user type it is recommended to first_____.

A. Delete the default user types and re-create them with desired permissions.

B. Duplicate one of the default user types, make modifications to the user type, and save it.

C. Always create new user types from scratch and assign the desired permissions.

D. Modify the existing default user type provided by Taleo with the desired user permissions.

Correct Answer: B

Explanation: * Duplicating a User Type Allows a system administrator to quickly create a user type that is similar to an existing user type. Prerequisite Configuration > (SmartOrg) Administration > User Types Steps

1.

 Locate the user type you want to duplicate.

2.

 Click Duplicate next to the user type.

3.

 If your organization activated more than one language, enter values for each of the other languages, being sure to click Refresh after you select a new language and before you enter the values for that language.

4.

 Click Save. Result On the user type definition page, your actions are displayed in the History section. On the User Types page, the new user type is displayed and its status is Active. Note: *Creating a User Type Prerequisite Configuration > (SmartOrg) Administration > User Types Steps

1.

 Click Create.

2.

 Complete the New User Type page.

3.

 Click Save. Result The system displays the new user type definition page. Next Step Grant user type permissions

QUESTION 5

When configuring a status used in a step, it is possible to ask the system to automatically change the status. Under

what two circumstances can this functionality be enabled?

A. This functionality can be enabled for the interview step once an interview is scheduled.

B. This functionality can be enabled for the review step once a hiring manager has completed his or her scheduled review.

C. This functionality can be enabled for a screening service such as an assessment that can progress the candidate to a new status based on the results.

D. This functionality can be enabled in the offer step in the event that a candidate rescinds his or her offer.

Correct Answer: AC

Reference:http://www.oracle.com/technetwork/fusion-apps/trecfp12a-userguide-enus- 1649483.pdf(page 192)