1Z0-474^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

When configuring a CSW, why is it important to designate a completion status within a step?

A. The Completion Status will allow the candidate to progress to the next step in the CSW.

B. The Completion Status will terminate the candidate selection process.

C. The Completion Status will require that all mandatory actions be completed before a hire can be completed.

D. The Completion Status indicates that a candidate can move from one step to another even if some activities are not completed in the step.

Correct Answer: A

Explanation: Actions available in the Next Action column are Candidate Selection Workflow (CSW) movements only,either a

?Move to the next step in the CSW

?Change to the completion status within the current step If the current status is not a completion status, the action displayed will be a move (change status) tothe first completion status of the current step.

If the current status is a completion status, then the action will be a move to the next step at the initialstatus. In a one-step CSW (reference workflow), only statuses configured as a "completion status" willshow up as next steps.

QUESTION 2

Choose the setting (Within the step of candidate selection workflow window) that prohibits end users from seeing candidates at a particular step of the hiring process along with user permission?

A. Restricted

B. Reserved

C. Limited

D. Segmented

Correct Answer: C

QUESTION 3

Identify the option that can be contextualized to a foundation element?

A. User Types

B. User Groups

C. Center Stages

D. Configuration Profiles

E. Paragraphs

Correct Answer: D

QUESTION 4

Dynamic Approval Routing automatically populates the correct requisition approver(S). The list and sequence order of approvers will be predetermined based upon the context and/or content of the requisition. What are two roles that can be invoked when constructing a dynamic approval path?

A. Hierarchical Roles

B. Functional Roles

C. User Roles

D. Job Roles

Correct Answer: AB

QUESTION 5

What are three data elements driven by SmartOrg during the requisition posting process?

A. Job Boards

B. Career Sites

C. Agencies

D. Languages

E. Req Title by Manager

Correct Answer: ABC