



# 1Z0-474<sup>Q&As</sup>

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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### QUESTION 1

When configuring a Candidate Selection Workflow (CSW) what is an advantage if it is associating it with Foundation Elements?

- A. The system will automatically present the CSW for all requisitions.
- B. The system will automatically select the CSW that provides the highest degree of compatibility based on the Organization-Location-Job Field of the requisition.
- C. The system will automatically select the CSW that provides the highest degree of compatibility based on the user's User Group Organization-location-Job Field association.
- D. The system will automatically select the CSW that provides the highest degree of compatibility based on the staffing type of the requisition.

Correct Answer: B

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### QUESTION 2

When adding a Question regarding years of experience to a requisition, assume the available answers are "No Experience," "Less than 1 year," "1-3 years," "3-6 years," "6-10 years" and "More than 10 years." If the client requires a minimum of 2 years of experience, which answer(s) must be marked as Required?

- A. 1-3 years
- B. Less than 1 year, 1-3 years
- C. 1-3 years, 3-6 years, 6-10 years, More than 10 years
- D. Less than 1 year, 1-3 years, 3-6 years, 6-10 years, More than 10 years

Correct Answer: A

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### QUESTION 3

Your client requires the ability to capture multiple payroll allowances as part of a candidate offer. What design option best supports this requirements?

- A. Create Offer UDFs for each Allowance category and associate each with the Offer.
- B. Create a custom IUDS to list the Allowance categories.
- C. Create Requisition UDFs for each Allowance category and associate these with the Requisition.
- D. Create Candidate UDFs for each Allowance category and complete these prior to creating the Offer.

Correct Answer: D

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#### QUESTION 4

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

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#### QUESTION 5

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

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