1Z0-474 Q&As

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

What two actions must you take before you activate a Diversity form?

A. You must activate each question.

B. You must set the answers to Mandatory.

C. You must match the code and the name.

D. You must associate a Location.

Correct Answer: CD

Explanation: * Creating a Custom Diversity Form Path: Diversity Forms System administrators are able to create diversity forms from scratch.

1.

In the Career Section Setup page, click Diversity Forms.

2.

In the Diversity Form List, click Create. The Form Wizard opens.

3.

Specify if you wish to create a form for all locations (Generic) or for a specific location (Specific). 3a) For a generic form, click Generic then click Continue. 3b) For a specific form, click Specific then click Add to open the Location Selector. Select one or several locations, click Select then click Continue. (In the Location Selector, the entire Location tree is available to precisely indicate where the form should apply. A form could be used for a specific state/province or an entire geographic region, depending on how broad or generic the form is tied to the Location structure).

4.

Fill out the required information.

4a) Select the language in which you want to create the form. 4b) Specify a code and a name for the form. These fields are mandatory.

4c) Specify if answers to questions are mandatory.

4d) Type a description of the form in the allocated space using HTML Editor options.

5.

Click Finish.

Note:

*

When a diversity form is draft, it is possible to create, define and delete questions.

*

Before activating a diversity form, questions must be set correctly. The form, questions and answers must be translated in all supported languages.

D: Diversity data is collected based on the location of requisitions, allowing for the collection of data for multiple countries from a single career section.

QUESTION 2

Identify the two actions that you must take if you want to edit the properties of an existing Application Flow?

A. Dissociate the application flow from an active Career Section.

B. Modify the properties of the associated Career Section.

C. Deactivate the Application Flow.

D. Remove the language configuration.

Correct Answer: BC

Explanation: Adding the Source Tracking Block in the Career Section Application Flow Prerequisite The Access the Career Section administration section user type permission is required. The application flow must be inactive. Configuration > [Career Section] Administration > Application Flows Steps

1.

Click an application flow.

2.

Click Edit.

3.

Enter the name of the Source Tracking section in the Add a Page field.

4.

Click Create a Page.

5.

Select the Job Sourcing Tracking in the Available Blocks section, and drag and drop it to the Source Tracking section you created.

6.

Click Save.

QUESTION 3

When configuring a screening service, your client may not want to provide both summary and detailed screening results to hiring managers as opposed to HR who should have access to both. How is this accomplished?

A. The screening vendor must agree to send back only summary fields via the integration.

B. The permission to Access Taleo partner detailed results must be revoked for the Manager\\'s user type.

C. The permission to Access Taleo partner summary results must be enabled for the Recruiter\\'s user type.

D. The permission to Access Taleo partner detailed results must be enabled for the Recruiter\\'s user type.

E. The permission to Access Taleo partner summary results must be enabled for the Manager\\'s user type.

Correct Answer: B

QUESTION 4

When building a Career Section, in order to preview it, which area within the Career Section would you access?

A. Application Flow Properties

B. Career Section URL

C. Career Section Properties

D. Career Portal Pages

E. Career Section Preview

Correct Answer: E

Explanation: Viewing Candidates Matching a Requisition Prerequisite

A user type permission grants users access to this feature.

The requisition must be posted on a career section.

Steps

1.

In the requisition file, select the Posting and Sourcing tab.

2.

In the Career Sections section, click Preview Matching Candidates.

Result

The Posting Requisitions - Filter Matching Candidates window displays candidates matching the requisition.

QUESTION 5

What is an important consideration when modifying a permission for a group of users?

A. If the permissions associated with a user type are modified, the changes affect all users who have been assigned the user type.

B. It is important to duplicate that user type and reassign it to all users once your modifications are saved.

C. It is Important to maintain a single user type across the organization for all users.

D. Unless the "expand all" function is selected, the Functional Domain may not be visible when looking for the permission that you want to modify.

Correct Answer: A

Explanation: A user type is a user profile composed of a set of role-based permissions. Modifying the Permissions of a User Type Prerequisite It is recommended to change the person\\'s user type. Configuration > [SmartOrg] Administration > User Types Steps

1.

Select a user type.

2.

Make the required changes.

3.

Click Save.

Result

Changes made will affect all users having this user type.