



1Z0-474^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

When building the OLF Structure, what function is served by the mapping data in the "Associated Reference" field for each element?

- A. Through this association, data can be exchanged between two or more systems in a compatible format.
- B. This association drives the radius-based job search.
- C. Through this association, labels display that are universally understood internal and external to the company.
- D. Through this association internal inconsistencies are resolved within organizations.

Correct Answer: B

Explanation: Organizations, Locations, and Job Fields (OLF) represent the fundamental data structure by which information is organized in the application. Contextualization, i.e. Organization-Location-Job Field structure associated to an element, represents the framework the application uses to organize, classify, link, match or search for information in the application.

QUESTION 2

Your client is opening a new location in Texas and they would like to create an area on their career page with a list of jobs featuring all postings prefiltered in the Dallas Fort Worth area. What step must you take in order to create the new URL with this prefiltered list of jobs?

- A. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Add the Keyword Dallas and Texas to the URL Parameters.
- B. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Associate the location Dallas to the URL Parameters.
- C. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Enable the radius search within 50 miles of Dallas.
- D. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Set the Urgent Jobs Flag in the URL Parameters.

Correct Answer: A

QUESTION 3

What processes can be assigned unique candidate files?

- A. Viewing and editing general profiles
- B. Creating candidate profiles
- C. Viewing and editing job submissions
- D. Segmentation of candidate capture types



E. Modifying field-level security

Correct Answer: B

Explanation: The candidate file identifier is used to specify which candidate-specific information is presented in the Candidate column of candidates lists.

QUESTION 4

What is the primary advantage of using the elements in the competency library when constructing prescreening on a job requisition template?

- A. The competency library provides a standard set of measures for years of experience and proficiency that can be leveraged in a structured data search, ACE Thresholds, and candidate compare.
- B. The competency library provides the recruiter with a standard measure for the interest level associated with the competency.
- C. The competency library provides the recruiter with a selection job-specific skills for prescreening candidates that they may not have identified when creating prescreening questions.
- D. The competency library has been translated in all supported languages.

Correct Answer: A

Explanation: A competency is used to gather proficiency level and years of experience of a candidate in order to find the best candidate for a job. Competencies are supplied with the system and are available in the Competency Library.

Competencies available in the Competency Library can then be added in the Prescreening section of a requisition file.

QUESTION 5

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