



1Z0-474^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

Pass Oracle 1Z0-474 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.passapply.com/1z0-474.html>

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle
Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers





QUESTION 1

Your client would like to enforce that all hiring managers who are hiring engineers to consider only candidates with a Masters degree. What are two configurations that you can set in the system to make this rule increasingly visible to the managers?

- A. Set your manager's user type to only display candidates that have a Masters degree or higher.
- B. Ensure that the list view variation assigned to managers contains the field Education Level on Global and visible CSW Steps in the workflow.
- C. Adjust the manager's Configuration Profile to only display candidates that have a Masters degree or higher.
- D. Enable the Candidate Compare Feature so that managers can easily view the education level of their candidates side by side for each job.
- E. Ensure that the SmartOrg Settings for the engineering job family are set such that any candidate that does not have a Masters degree education level or higher is automatically disqualified.

Correct Answer: BE

QUESTION 2

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 3

Settings in Taleo have security levels. Some settings can be changed by the customer in the product administration module and some settings can only be viewed by the customer in the administration module. Some settings are visible only to Taleo and not to the customer. What are the three security level settings in Taleo?

- A. Private
- B. Restricted
- C. Public
- D. Confidential



E. Protected

F. General

Correct Answer: ACE

Reference: <http://www.oracle.com/technetwork/fusion-apps/taleo-10sp1-reconfigguide-1647691.pdf>(page 50)

QUESTION 4

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 5

When assigning a user the ability to create, edit, manage, and delete questions, what is the correct path?

- A. Configuration > [Recruiting] Administration> [Integration) Screening Services
- B. Configuration > [SmartOrg] Administration > Configuration Profiles
- C. Configuration > [SmartOrg] Administration> [Users] User Types > Recruiting > Prescreening
- D. Configuration > [SmartOrg] Administration> [Users] User Types > Recruiting > Candidates > Other > Screening

Correct Answer: C

[1Z0-474 PDF Dumps](#)

[1Z0-474 VCE Dumps](#)

[1Z0-474 Braindumps](#)