



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

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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### QUESTION 1

When configuring a status used in a step, it is possible to ask the system to automatically change the status. Under what two circumstances can this functionality be enabled?

- A. This functionality can be enabled for the interview step once an interview is scheduled.
- B. This functionality can be enabled for the review step once a hiring manager has completed his or her scheduled review.
- C. This functionality can be enabled for a screening service such as an assessment that can progress the candidate to a new status based on the results.
- D. This functionality can be enabled in the offer step in the event that a candidate rescinds his or her offer.

Correct Answer: AC

Reference: <http://www.oracle.com/technetwork/fusion-apps/trecfp12a-userguide-enus-1649483.pdf>(page 192)

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### QUESTION 2

Your client would like to allow the ability for candidates to reply directly to a specific email address of a recruiting coordinator who is responsible for monitoring incoming messages when a candidate receives a correspondence message regardless of the origin of the message. What are the two steps to enable this functionality?

- A. Enable the setting Display "Reply To" Field
- B. In the Reply To field, enter the email address of the recipient that you want to allow to reply to the message.
- C. Copy a variable from the Variables list and paste it into the Reply To field.
- D. Contextualize the message template to the appropriate Organization-Location-Job Function Context.

Correct Answer: A

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### QUESTION 3

What is the proper order for associating fields, forms, and files?

- A. Assign fields and forms to files.
- B. Assign fields to files and files to forms.
- C. Assign fields to forms and forms to files.
- D. Assign fields and files for forms.

Correct Answer: C

Explanation: User-defined files are used to build requisitions, requisition templates, and candidate files.

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A user-defined file is a page consisting of sections, each section contains blocks, a block contains forms and a form contains fields.

\* Requisition files are created with the combination of multiple forms and predefined blocks grouped within sections.

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#### QUESTION 4

You have been asked by your client to create a Candidate Selection Workflow that is specific to all Hourly positions in California. What two elements would you contextualize on your CSW?

- A. Organization
- B. Location
- C. Job Field
- D. Staffing Type
- E. Requisition Status

Correct Answer: DE

Reference: <http://www.oracle.com/technetwork/fusion-apps/taleo10-recruitinguserguide-1647657.pdf>

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#### QUESTION 5

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.

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