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Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

Dynamic Approval Routing automatically populates the correct requisition approver(S). The list and sequence order of approvers will be predetermined based upon the context and/or content of the requisition. What are two roles that can be invoked when constructing a dynamic approval path?

- A. Hierarchical Roles
- B. Functional Roles
- C. User Roles
- D. Job Roles

Correct Answer: AB

QUESTION 2

Your client would like to ensure that all candidates that are being hired into the Information Technology department sit \\for a mandatory skills-based assessment. When constructing the candidate selection workflow, what are the two steps that you most take to ensure that this step is enforced for this Job type?

- A. Ensure that the Assessment Test step in the primary CSW is contextualized to the job type.
- B. Duplicate the primary CSW and ensure that the Assessment Step is added. Save and contextualize this CSW to the Job type.
- C. When adding the Assessment Step to the CSW you must mark it as mandatory
- D. Set the user type for the users to allow recruiters to view restricted steps.
- E. Set the qualifiers In the step to automatically collect the test results so that the candidate is disqualified.

Correct Answer: B

QUESTION 3

Your client would flag for candidates who have responded to a question on the application that indicates they have been convicted of a crime. They would like for the recruiter to better understand the nature of the crime before disqualifying the candidate for a position. How would you configure the system to provide immediate visibility to these candidates?

- A. Set up a Prescreening Question asking "Have you ever been convicted of a crime?" and designate the Answer of "Yes" with a 0 Weight.
- B. Set up a Disqualification Question asking "Have you ever been convicted of a crime?" and designate the Answer of "Yes" with a To Be Verified result.
- C. Set up a Disqualification Question asking "Have you ever been convicted of a crime?" and designate the Answer of "No" with a Pass result.
- D. Set up a Disqualification Question asking "Have you ever been convicted of a crime?" and designate the Answer of



"Yes" with a Fail result.

Correct Answer: D

QUESTION 4

Your client has decided that they would like to collect the candidate's Date of Birth and Social Security number for their background checking vendor in a secondary Application Flow that the recruiter will execute prior to requesting the screening service. Once you have completed building the new form with the data collection fields, what are the two steps that you must take in order to change which form displays to the candidate?

- A. Deactivate the Application Flow
- B. Edit the Block Properties
- C. Configure the Default Languages
- D. Edit the Page Properties

Correct Answer: BD

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 5

Your client would like to match the Background Color and Front to match their corporate style guide standards. What



action must you take to make these changes?

- A. You must modify the properties in the associated Theme.
- B. You must modify the properties in the Career Section.
- C. You must contact Support to make the changes.
- D. You must modify the CSS (Cascading Style Sheet) that has been inserted into the Career Section.

Correct Answer: D

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