



1Z0-474^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

What two elements does the Configuration profile control within the Recruiting Center?

- A. Search Widget
- B. Core Navigation Bar
- C. Coverage Areas
- D. User Types

Correct Answer: AD

Explanation: D: A center stage is selected for each configuration profile and a configuration profile is tied to each user.

A: Users can save a search query if the feature is activated in the user's configuration profile and if the user type permission has been granted. The fields that can be selected in the Recruiting Center to customize a search query are set by the system administrator for each configuration profile. If a user is not linked to a configuration profile or is linked to a configuration profile for which the system administrator has not selected additional fields, then only the set of default fields are displayed when customizing a search query in the Recruiting Center.

QUESTION 2

When configuring a CSW, why is it important to designate a completion status within a step?

- A. The Completion Status will allow the candidate to progress to the next step in the CSW.
- B. The Completion Status will terminate the candidate selection process.
- C. The Completion Status will require that all mandatory actions be completed before a hire can be completed.
- D. The Completion Status indicates that a candidate can move from one step to another even if some activities are not completed in the step.

Correct Answer: A

Explanation: Actions available in the Next Action column are Candidate Selection Workflow (CSW) movements only, either a

?Move to the next step in the CSW

?Change to the completion status within the current step If the current status is not a completion status, the action displayed will be a move (change status) to the first completion status of the current step.

If the current status is a completion status, then the action will be a move to the next step at the initial status. In a one-step CSW (reference workflow), only statuses configured as a "completion status" will show up as next steps.

QUESTION 3

When implementing a new theme and applying the theme for use on an existing active career section, what are the four



steps that need to be taken?

- A. Deactivate Career Section
- B. Create Theme
- C. Modify Theme Selection
- D. Activate Career Section
- E. Contextualize Theme to a Location
- F. Assign Theme to an Application Flow

Correct Answer: BCDF

QUESTION 4

Your client is opening a new location in Texas and they would like to create an area on their career\\'s 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 5

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.

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