



1Z0-474^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

Your client wants to use a Candidate Ranking field to establish ranking (I-10) and then be able to sort candidates within the list view for a given requisition. This field should only be available for

- A. K. job submissions and will not be visible to candidates. Which response identifies all of the configurations required to meet this requirement?
- B. Create a Candidate Ranking UDF and add it to the Personal Information form on the Candidate file.
- C. Create fl Candidate Ranking UDF, contextualize it for the United Kingdom and add it to the Personal Information form on the Candidate file.
- D. Create a Candidate Ranking UDF, make it available for Recruiting Center, and add it to the Personal Information form on the Candidate file.
- E. Create a Candidate Ranking UDF, contextualize it for the United Kingdom, make it available for Recruiting Center only, and add it to the Personal Information form on the Candidate file.

Correct Answer: A

QUESTION 2

While in draft mode what are some actions that cannot be performed on a requisition?

- A. The requisition cannot be posted to a career site.
- B. The requisition cannot be requested for contribution.
- C. One cannot create a search query based on the requisition.
- D. The requisition cannot be deleted.
- E. The requisition cannot be filled.

Correct Answer: CE

QUESTION 3

Identify the two actions that you must take if you want to edit the properties of an existing Application Flow?

- A. Dissociate the application flow from an active Career Section.
- B. Modify the properties of the associated Career Section.
- C. Deactivate the Application Flow.
- D. Remove the language configuration.

Correct Answer: BC



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 4

Your client has decided that they would like to collect background checking consent from the candidates during the final step in the application process. Once you have duplicated the application flow and added the Background Consent block, what action must you take before the new Application Flow can be assigned to the career section?

- A. Activate the Job Specific Application Flow.
- B. Deactivate the Career Section.
- C. Modify the Career Section Properties.
- D. Adjust the Security Settings.

Correct Answer: A

QUESTION 5

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.

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