

1Z0-474^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

Your client would like to modify a standard paragraph in the candidate rejection letter to insert messaging relevant to a seasonal hiring push. Why is it best to duplicate the paragraph before making the edits?

- A. Any edits to a paragraph will affect all templates that use that paragraph.
- B. It is Important to track all changes made to the original paragraph.
- C. When a paragraph is created from scratch it is not available in the Paragraphs list.
- D. When a paragraph is duplicated the user can customize the message for each candidate upon sending.

Correct Answer: D

QUESTION 2

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.

QUESTION 3

Your client would like ensure that candidates have the ability to search for jobs in a variety of ways. They would also like to provide visibility into jobs that candidates are a match for based on data that has been collected by the system. How would you ensure that this functionality is available?

- A. Activate the Setting Display Personal Jobs List on the Career Portal Page Settings.
- B. Activate the Setting Display Personal jobs List on the Career Section Properties.
- C. Activate My Jobs Page on the Career Section Portal Page settings.

D. Activate My Jobs Page on the Personal Jobs List on the Career Section Properties.

Correct Answer: D

Explanation: * If the candidate's submission has expired and the requisition is still posted, the Modify link is replaced with the Reapply link on the candidate's My Jobs page.

* candidates are entering their profile in the career section.

QUESTION 4

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 5

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>

QUESTION 6

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.

QUESTION 7

You need to add a candidate field that will only be visible to system users who have privileges to access confidential information. What field property configuration will support this requirement?

- A. Content required
- B. Contextualization
- C. Security Level
- D. Exceptions

Correct Answer: C

Explanation: Security level: General, Restricted, or Confidential.

QUESTION 8

What four options exist when you are creating a CSW to contextualize it so that it appears in the most appropriate context for the requisition when a user is creating a requisition?

- A. Req Template
- B. Organization
- C. Location
- D. Job Function
- E. Requisition Type
- F. Job Template

Correct Answer: BCDE

QUESTION 9

Your client has a large campus recruiting initiative for several intern requisitions. The recruiters receive a large volume of resume at campus recruiting events. The recruiters would like to quickly pull these resumes into the system associated while collecting information that they have learned from the candidate on the spot such as date of availability and current GPA. Once you have constructed the Candidate file with the type "Create Candidate" that has all of your desired fields, what is the next step?

- A. In Candidate File Setup Editor Activate the file for "viewing and editing Job-specific submissions*" with the Campus Staffing Type.
- B. In Candidate File Setup Editor Activate the file for "creating Job-specific submissions\\" with the Campus Staffing Type.
- C. In Candidate File Setup Editor Activate the file for the "quick creation of candidate profiles" as the default.
- D. Activate the File as the default Activated candidate file for viewing and editing general profiles.

Correct Answer: B

Explanation: Candidate File Setup and Requisition File Setup The Candidate File Setup and Requisition File Setup features allow system administrators to indicate

in which situations user-define files will be used and to associate user-defined files to staffing types.

System administrators first define a primary file. Then, if desired, they can set a different file to be used

for each staffing type. If a staffing type is not specified, the default file will be used.

QUESTION 10

Your client would like to enable radius search on their Career Section to allow for jobs at specific locations to be identified by candidates. What three steps must you take to configure specific locations to be searchable via the radius search?

- A. Put the system in Maintenance Mode.

- B. Create another level In the Location Structure designated as a Work Location.
- C. Create Work Location by inputting Name, Address, City, and Zip Code.
- D. Map the Taleo Reference Location to the Work Location.

Correct Answer: C

Explanation: Place of Residence (RSLocation) - Note that using radius search around a zip code should be done when a zip code is required from candidates. If it is optional, many candidates might be discarded even if they are good candidates.

QUESTION 11

Your client has multiple locations and they would like to use different Candidate Selection Workflows for each location where they are recruiting. In order for the administrators to be able to contextualize the CSWs to the requisition locations, what must you first activate?

- A. The CSW OLF Activation Setting in General Configuration Settings.
- B. The CSW OLF Activation Setting in Recruiting Settings.
- C. The CSW OLF Activation Setting in SmartOrg Settings.
- D. Contact Oracle Support to Activate the CSW OLF Activation Setting.

Correct Answer: C

QUESTION 12

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 13

Your client has expressed concern that one of the open positions that they have activated prescreening for is delivering a high volume of ACE candidates. What recommendations should you consider making to your client?

- A. You should suggest that the recruiter unpost the job immediately and add additional prescreening questions to the prescreening form on the job.
- B. You should suggest that the recruiter unpost the Job immediately and add competencies to the prescreening form on the job.
- C. You should suggest that the recruiter adjust the ACE Alert Threshold and employ weighting on the most important assets.
- D. You should suggest that the recruiter adjust the ACE Alert Threshold and increase the number of assets.

Correct Answer: C

QUESTION 14

Your client would like to create a simplified way for hiring managers to progress candidates in the workflow with a single click avoiding the need to open each candidate record to complete the progression in the More Actions menu. What recommendation would you make to your client?

- A. Next Action column must be added in the hiring manager's candidate list format.
- B. Progression Status column must be added in the hiring manager's candidate list format.
- C. Disable the Setting Threshold CSW Step - Prevent advancing.
- D. Restricted confidentiality level setting on the Hiring Manager Review step must be removed.

Correct Answer: A

Explanation: To be able to change the step/status of a candidate with one click, the Next Action column must be added in a candidate list format.

QUESTION 15

When setting up the Candidate Communication Agent it is important to understand if the Client uses multiple Requisitions hire types. What would be a determination that you would need to make prior to the configuration of the Candidate facing Status?

- A. Determine if the message broadcast to each Audience type from each Requisition Hire Type needs to differ or if it can remain consistent.
- B. Determine what the default filters are for candidate matching.
- C. Determine if your client wants to give the candidate the possibility of deleting their account.
- D. Determine if your client wants to give the candidate the possibility of withdrawing their application.

Correct Answer: B

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