

Oracle

Exam 1z0-474

Oracle Taleo Recruiting Cloud Service 2012 Essentials

Version: 7.1

[Total Questions: 76]

Question No : 1

Users that have access to the Questions, Disqualification Questions, and Competencies Libraries can:

- A. Access all the items in the Libraries
- B. Access only the items in their assigned Organization
- C. Access only the items in their assigned Location
- D. Access only the items in their assigned Job Field

Answer: B

Question No : 2

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.

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 No : 3

When configuring a Candidate Selection Workflow (CSW) what is an advantage if it is associating it with Foundation Elements?

- A. The system will automatically present the CSW for all requisitions.
- B. The system will automatically select the CSW that provides the highest degree of compatibility based on the Organization-Location-Job Field of the requisition.
- C. The system will automatically select the CSW that provides the highest degree of

compatibility based on the user's User Group Organization-location-Job Field association.

D. The system will automatically select the CSW that provides the highest degree of compatibility based on the staffing type of the requisition.

Answer: B

Question No : 4

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.

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 No : 5

When setting up prescreening on a requisition, which two parameters can only be applied to Competencies versus Questions?

- A.** Required versus Asset
- B.** Weight
- C.** Minimum Proficiency
- D.** Minimum Experience

Answer: C,D

Explanation: For each question and competency contained in a requisition, users can define if the question or competency is required or an asset, the weight (optional), the minimum proficiency (competencies

only) and the minimum experience (competencies only).

Question No : 6

What is an important consideration when modifying a permission for a group of users?

- A. If the permissions associated with a user type are modified, the changes affect all users who have been assigned the user type.
- B. It is important to duplicate that user type and reassign it to all users once your modifications are saved.
- C. It is Important to maintain a single user type across the organization for all users.
- D. Unless the “expand all” function is selected, the Functional Domain may not be visible when looking for the permission that you want to modify.

Answer: A

Explanation: A user type is a user profile composed of a set of role-based permissions.

Modifying the Permissions of a User Type

Prerequisite

It is recommended to change the person's user type.

Configuration > [SmartOrg] Administration > User Types

Steps

1. Select a user type.
2. Make the required changes.
3. Click Save.

Result

Changes made will affect all users having this user type.

Question No : 7

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

Answer: A,B

Question No : 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

Answer: B,C,D,E

Question No : 9

What is used to determine the required fields that remain to be completed when saving, posting, or routing a requisition for approval?

- A. More Actions Menu
- B. Diagnostic Tool
- C. Quick Filters
- D. Action Bar

Answer: A

Question No : 10

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.

Answer: B,C

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 No : 11

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.

Answer: A,C

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

Question No : 12

Identify two reasons your Privacy Statement is displaying to some candidates but not to all candidates?

- A. The Privacy Statement content type is assigned to appear on only one career portal.
- B. The Privacy Statement is contextualized to display only for requisitions assigned to a given Location.
- C. The Privacy Statement is defined to appear before the application flow.
- D. The Privacy Statement has been deactivated.

Answer: A,B

Question No : 13

Your client requires the ability to capture multiple payroll allowances as part of a candidate offer. What design option best supports this requirements?

- A. Create Offer UDFs for each Allowance category and associate each with the Offer.
- B. Create Candidate UDFs for each Allowance category and complete these prior to creating the Offer.
- C. Create Requisition UDFs for each Allowance category and associate these with the Requisition.
- D. Create a custom IUDS to list the Allowance categories.

Answer: B

Explanation: User-defined fields (UDF) can be created to collect information according to specific organization requirements.

Question No : 14

When assigning a user the ability to create, edit, manage, and delete questions, what is the correct path?

- A. Configuration > [Recruiting] Administration> [Integration] Screening Services
- B. Configuration > [SmartOrg] Administration > Configuration Profiles
- C. Configuration > [SmartOrg] Administration> [Users] User Types > Recruiting >

Prescreening

D. Configuration > [SmartOrg] Administration> [Users] User Types > Recruiting > Candidates > Other > Screening

Answer: C

Question No : 15

In order to Create, Duplicate, Edit (Revoke or Grant Permissions) or Delete User Types, what setting must you ensure is enabled before any configuration can be made?

- A. Your user must have the "Manage User Types" user permission enabled under the Recruiting Functional Domain.
- B. The company setting "Enable User Type Management" must be turned on by Support.
- C. Your user must have the "Manage User Types" user permission enabled under the Configuration Functional Domain.
- D. The company setting "Enable Custom User Types" must be turned on by Support.

Answer: A

Explanation: * Configuration > [SmartOrg] Administration > [Users] User Types Steps

1. Select a user type.
2. In the Recruiting functional domain, click Edit next to Scheduling Center.
3. Select the desired permission: Access Scheduling Center OR Create calendars and access Scheduling Center.
4. Click Save.

* When creating a user type, it is recommended to duplicate an existing user type that has been

validated in the zone already to work properly.

The Manage user types user type permission is required.

* A user type is a set of permissions from various domains, used by various products to control what users associated to a user type can do.

Question No : 16