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Exam : **1z0-474**

Title : Oracle Taleo Recruiting
Cloud Service 2012
Essentials

Vendor : Oracle

Version : DEMO

NO.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

Answer: A,D

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.

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.

NO.3 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.

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 initialstatus. In a one-step CSW (reference workflow), only statuses configured as a "completion status" will show up as next steps.

NO.4 Identify two configurations that must be selected in the user type to allow hiring managers access to only their requisitions.

- A. View Requisitions -> Only if this user is an owner of the requisitions or a collaborator
- B. View Requisitions -> Only if this user is an owner of the requisition, a collaborator or if the requisitions are associated with coverage area
- C. Access "Requisitions- Section
- D. View Requisitions -> Without Restriction

Answer: B,C

NO.5 What processes can be assigned unique candidate files?

- A. Viewing and editing general profiles
- B. Creating candidate profiles
- C. Viewing and editing job submissions
- D. Segmentation of candidate capture types
- E. Modifying field-level security

Answer: B

Explanation:

The candidate file identifier is used to specify which candidate-specific information is presented in the Candidate column of candidates lists.

NO.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

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.

NO.7 As opposed to a general profile, which two elements are visible only on a job submission in the candidate file?

- A. Prescreening Questions
- B. Attachment tab
- C. Disqualification Questions

D. Referrals tab

E. History tab

Answer: A,B

NO.8 Your client would like to leverage the ACE prescreening to allow the system to automatically sort and rank candidates who are applying to high volume positions. What type of question will you want to avoid creating when setting up ACE prescreening for these high volume jobs?

A. Multiple Answers

B. Single Answers

C. Open Text

D. Competencies

E. Disqualification

Answer: D