

100% Money Back
Guarantee

Vendor:Oracle

Exam Code:1Z0-474

Exam Name:Oracle Taleo Recruiting Cloud Service
2012 Essentials

Version:Demo

QUESTION 1

Your client would like to allow the ability for candidates to reply directly to a specific email address of a recruiting coordinator who is responsible for monitoring incoming messages when a candidate receives a correspondence message regardless of the origin of the message. What are the two steps to enable this functionality?

- A. Enable the setting Display "Reply To" Field
- B. In the Reply To field, enter the email address of the recipient that you want to allow to reply to the message.
- C. Copy a variable from the Variables list and paste it into the Reply To field.
- D. Contextualize the message template to the appropriate Organization-Location-Job Function Context.

Correct Answer: A

QUESTION 2

Choose the setting (Within the step of candidate selection workflow window) that prohibits end users from seeing candidates at a particular step of the hiring process along with user permission?

- A. Restricted
- B. Reserved
- C. Limited
- D. Segmented

Correct Answer: C

QUESTION 3

What two actions must you take before you activate a Diversity form?

- A. You must activate each question.
- B. You must set the answers to Mandatory.
- C. You must match the code and the name.
- D. You must associate a Location.

Correct Answer: CD

Explanation: * Creating a Custom Diversity Form Path: Diversity Forms System administrators are able to create diversity forms from scratch.

1.

In the Career Section Setup page, click Diversity Forms.

2.

In the Diversity Form List, click Create. The Form Wizard opens.

3.

Specify if you wish to create a form for all locations (Generic) or for a specific location (Specific). 3a) For a generic form, click Generic then click Continue. 3b) For a specific form, click Specific then click Add to open the Location Selector. Select one or several locations, click Select then click Continue. (In the Location Selector, the entire Location tree is available to precisely indicate where the form should apply. A form could be used for a specific state/province or an entire geographic region, depending on how broad or generic the form is tied to the Location structure).

4.

Fill out the required information.

4a) Select the language in which you want to create the form. 4b) Specify a code and a name for the form. These fields are mandatory.

4c) Specify if answers to questions are mandatory.

4d) Type a description of the form in the allocated space using HTML Editor options.

5.

Click Finish.

Note:

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When a diversity form is draft, it is possible to create, define and delete questions.

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Before activating a diversity form, questions must be set correctly. The form, questions and answers must be translated in all supported languages.

D: Diversity data is collected based on the location of requisitions, allowing for the collection of data for multiple countries from a single career section.

QUESTION 4

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

Correct Answer: C

QUESTION 5

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 6

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 7

Your client is looking to solve the issue of multiple hiring managers considering the same candidate and progressing them to the offer stage creating an internal competitive offer situation. What two recommendations would you make to your client that will make this scenario impossible?

- A. Activate the Threshold CSW Step - Prevent Advancing Feature and specify the threshold in Recruiting -> Settings
- B. Activate the User Type Setting View candidates in search results even If the submission status is beyond the threshold step to hide from search for recruiters.
- C. Activate the Threshold CSW Step - Candidates Hidden from Search Results and specify the threshold in Recruiting -> Settings.
- D. Do not activate the user Type Setting Access External/Internal candidate criteria for hiring managers.

Correct Answer: BC

Explanation: Excluding candidates in selection process who have attained or proceeded beyond a specific status: The Threshold CSW Step - Hide from Search setting works in tandem with the Allow users to view candidates that are being considered in other active requisitions user type permission to prevent competitive recruiting. This setting sets the status from which the system is to stop showing.

QUESTION 8

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 9

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 10

What are three data elements driven by SmartOrg during the requisition posting process?

- A. Job Boards
- B. Career Sites
- C. Agencies

D. Languages

E. Req Title by Manager

Correct Answer: ABC

QUESTION 11

What is the default extension method selected by the system when a user of the system records the extension of an offer (within Offer Management)?

A. Verbal

B. Verbal and Written (hard copy)

C. Written (Email)

D. Written (Fax)

E. Written (Hard Copy)

Correct Answer: B

QUESTION 12

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