1Z0-474^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

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 2

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.

Correct Answer: AB

QUESTION 3

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

Correct Answer: A

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QUESTION 4

Your client would like to use the Taleo offer Management functionality for their corporate recruiting needs. What needs to be configured to enable offer management?

A. Offer Management should be turned on In the Administration Module under Recruiting > Settings.

B. A step should be created called Offer with the reference model called Offer and added to the CSW for the corporate positions.

C. The Statuses for the organization\\'s Offer Process should be mapped to the RSOffer step and added to the CSW for the corporate positions.

D. The step called RSOffer should be added to the CSW for the corporate positions.

Correct Answer: B

Explanation: CSW and Offer step Using the Offer step is a simplified way to track offer activity in a candidate hiring process withoutenabling the entire Offer Management module functionality. Placing this step in a workflow will notenable the use of the Offers tab and Offer Approvals tab. A candidate selection workflow containing an Offer step allows users to move candidates from one step to another using standard actions (Change Step/Status, Move, Revert).

QUESTION 5

Identify the option that can be contextualized to a foundation element?

A. User Types

B. User Groups

C. Center Stages

D. Configuration Profiles

E. Paragraphs

Correct Answer: D

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