

ISLEVER

1Z0-474

Oracle Taleo Recruiting Cloud Service 2012
Essentials

DEMO

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QUESTION NO: 1

When configuring multiple-choice prescreening questions, what is an important consideration?

- A. Include an "Out" such as Not Applicable, None, or None of the Above.
- B. Do not make multiple-choice questions required on the questionnaire.
- C. Do not mix requirements and assets on a multiple-choice question.
- D. Only use multiple-choice questions for legal requirements or certifications.

Answer: A

Explanation:

QUESTION NO: 2

What are the three types of questions that can be Implemented In the construction of a Job-specific prescreening question?

- A. Single Answer
- B. Multiple Choice
- C. Text
- D. Rating Scale
- E. Ranking

Answer: A,B,C

Explanation: A:Example:

How many years of experience do you have in Java programming.

B: Example:

Indicate which computer applications you have used to perform your job duties in the past. Select all

that apply.

C: Example:

Please specify the crimes you were convicted for as well as any details".

A maximum of 256 characters can be entered.

QUESTION NO: 3

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

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- 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.

QUESTION NO: 4

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: 5

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

Explanation:

QUESTION NO: 6

Your client wants to use a Candidate Ranking field to establish ranking (1-10) and then be able to sort candidates within the list view for a given requisition. This field should only be available for U.K. job submissions and will not be visible to candidates. Which response identifies all of the configurations required to meet this requirement?

A. Create a Candidate Ranking UDF and add it to the Personal Information form on the Candidate file.

B. Create fl Candidate Ranking UDF, contextualize it for the United Kingdom and add it to the Personal Information form on the Candidate file.

C. Create a Candidate Ranking UDF, make it available for Recruiting Center, and add it to the Personal Information form on the Candidate file.

D. Create a Candidate Ranking UDF, contextualize it for the United Kingdom, make it available for Recruiting Center only, and add it to the Personal Information form on the Candidate file.

Answer: A

Explanation:

QUESTION NO: 7

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

Explanation:

QUESTION NO: 8

Your client would like to limit visibility of executive candidates in the system for the majority of the