



# 1Z0-474<sup>Q&As</sup>

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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### QUESTION 1

Your client has decided that they would like to collect background checking consent from the candidates during the final step in the application process. Once you have duplicated the application flow and added the Background Consent block, what action must you take before the new Application Flow can be assigned to the career section?

- A. Activate the Job Specific Application Flow.
- B. Deactivate the Career Section.
- C. Modify the Career Section Properties.
- D. Adjust the Security Settings.

Correct Answer: A

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### QUESTION 2

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. Written (Hard Copy)
- C. Written (Email)
- D. Written (Fax)
- E. Verbal and Written (hard copy)

Correct Answer: E

Explanation: When adding the RSOffer step to a candidate selection workflow, authorized Recruiting Center users are able to: Extend offers verbally or in writing.

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### QUESTION 3

Your client wants to present different Requisition views, one for Managers and one for Recruiters. What configurations will support this requirement?

- A. Create two different Configuration Profiles, one for Managers and one for Recruiters.
- B. Create two different Requisition Files, one for Recruiters and one for Managers.
- C. Set the field properties to (Mandatory = Yes) in the Selected Element Properties section for this field.
- D. Create two different Requisition Files, one for Managers and one for Recruiters, and associate them with different Manager and Recruiters Configuration Profiles.

Correct Answer: B



Explanation: A requisition file details the specific requirements for a job position.

Incorrect:

Not Configuration Profiles: A configuration profile is a set of settings which control how the application behaves for a specific set of

users to better fit the user experience.

It is through the configuration profile that different product behaviors can be achieved such as a streamlined manager product experience vs. a more robust recruiter product experience. Users may

have the same set of permissions which grant access to specific features, but how a user is presented

access to the features is then further controlled by the configuration profile designation.

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#### QUESTION 4

Your client would like to allow candidates the ability to delete their own attachments when making updates to their profile so that their stored resume is the most current. What action would you take in order to accomplish this?

- A. Deactivate the career section and then edit the Career Sections Properties.
- B. Dissociate the Application Flow from the Career Section and Edit the Attachment Block.
- C. Dissociate the Theme Properties.
- D. Insert text instructing the candidate to access My Account Options to delete the attachment.

Correct Answer: B

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#### QUESTION 5

Your client has requested that you construct a targeted career site for a brand new location. Identify two career section items that must be contextualized to this location?

- A. Career Sections
- B. Application Flows
- C. User-defined Forms
- D. Statements

Correct Answer: BC

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