



1Z0-474^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

When creating a new user type it is recommended to first_____.

- A. Delete the default user types and re-create them with desired permissions.
- B. Duplicate one of the default user types, make modifications to the user type, and save it.
- C. Always create new user types from scratch and assign the desired permissions.
- D. Modify the existing default user type provided by Taleo with the desired user permissions.

Correct Answer: B

Explanation: * Duplicating a User Type Allows a system administrator to quickly create a user type that is similar to an existing user type. Prerequisite Configuration > (SmartOrg) Administration > User Types Steps

1.

Locate the user type you want to duplicate.

2.

Click Duplicate next to the user type.

3.

If your organization activated more than one language, enter values for each of the other languages, being sure to click Refresh after you select a new language and before you enter the values for that language.

4.

Click Save. Result On the user type definition page, your actions are displayed in the History section. On the User Types page, the new user type is displayed and its status is Active. Note: *Creating a User Type Prerequisite Configuration > (SmartOrg) Administration > User Types Steps

1.

Click Create.

2.

Complete the New User Type page.

3.

Click Save. Result The system displays the new user type definition page. Next Step Grant user type permissions

QUESTION 2

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

Correct 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 3

What are two scenarios in which you would build qualifiers into your Candidate Selection Workflow?

- A. Your client would like to collect data on why the candidates are declining their offers.
- B. Your client is trying to collect data on how much the competition is offering their candidate pool.
- C. Your client would like to collect data on how long it took to move from one step to another in the workflow.
- D. Your client would like to collect data on why candidates are being rejected by their recruiters.

Correct Answer: AD

QUESTION 4

Dynamic Approval Routing automatically populates the correct requisition approver(S). The list and sequence order of approvers will be predetermined based upon the context and/or content of the requisition. What are two roles that can be invoked when constructing a dynamic approval path?

- A. Hierarchical Roles
- B. Functional Roles



C. User Roles

D. Job Roles

Correct Answer: AB

QUESTION 5

When configuring a status used in a step, it is possible to ask the system to automatically change the status. Under what two circumstances can this functionality be enabled?

A. This functionality can be enabled for the interview step once an interview is scheduled.

B. This functionality can be enabled for the review step once a hiring manager has completed his or her scheduled review.

C. This functionality can be enabled for a screening service such as an assessment that can progress the candidate to a new status based on the results.

D. This functionality can be enabled in the offer step in the event that a candidate rescinds his or her offer.

Correct Answer: AC

Reference: <http://www.oracle.com/technetwork/fusion-apps/trecfp12a-userguide-enus-1649483.pdf>(page 192)

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