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Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

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.

QUESTION 2

Your client would flag for candidates who have responded to a question on the application that indicates they have been convicted of a crime. They would like for the recruiter to better understand the nature of the crime before disqualifying the candidate for a position. How would you configure the system to provide immediate visibility to these candidates?

- A. Set up a Prescreening Question asking "Have you ever been convicted of a crime?" and designate the Answer of "Yes" with a 0 Weight.
- B. Set up a Disqualification Question asking "Have you ever been convicted of a crime?" and designate the Answer of "Yes" with a To Be Verified result.
- C. Set up a Disqualification Question asking "Have you ever been convicted of a crime?" and designate the Answer of "No" with a Pass result.
- D. Set up a Disqualification Question asking "Have you ever been convicted of a crime?" and designate the Answer of "Yes" with a Fail result.

Correct Answer: D



QUESTION 3

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 4

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

Correct Answer: ABC

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 5

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

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