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Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

When building the OLF Structure, what function is served by the mapping data in the "Associated Reference" field for each element?

- A. Through this association, data can be exchanged between two or more systems in a compatible format.
- B. This association drives the radius-based job search.
- C. Through this association, labels display that are universally understood internal and external to the company.
- D. Through this association internal inconsistencies are resolved within organizations.

Correct Answer: B

Explanation: Organizations, Locations, and Job Fields (OLF) represent the fundamental data structure by which information is organized in the application. Contextualization, i.e. Organization-Location-Job Field structure associated to an element, represents the framework the application uses to organize, classify, link, match or search for information in the application.

QUESTION 2

Your client has decided that they would like to collect the candidate's Date of Birth and Social Security number for their background checking vendor in a secondary Application Flow that the recruiter will execute prior to requesting the screening service. Once you have completed building the new form with the data collection fields, what are the two steps that you must take in order to change which form displays to the candidate?

- A. Deactivate the Application Flow
- B. Edit the Block Properties
- C. Configure the Default Languages
- D. Edit the Page Properties

Correct Answer: BD

Explanation: Adding the Source Tracking Block in the Career Section Application Flow Prerequisite The Access the Career Section administration section user type permission is required. The application flow must be inactive.
Configuration > [Career Section] Administration > Application Flows Steps

1.

Click an application flow.

2.

Click Edit.

3.

Enter the name of the Source Tracking section in the Add a Page field.



4.

Click Create a Page.

5.

Select the Job Sourcing Tracking in the Available Blocks section, and drag and drop it to the Source Tracking section you created.

6.

Click Save.

QUESTION 3

Your company is global and the standard Social Security Number field does not support your needs for capturing National IDs outside of the United States. Which two items represent the best design option for addressing this challenge?

- A. Create a generic National ID UDF and contextualize for use in all non-U.S. countries.
- B. Use Configuration to change the label of the Social Security Number field to something more generic.
- C. Contextualize the standard Social Security Number field for the United States only.
- D. Create a new UDF for candidates to select a value from a list to indicate when they have entered something that is not a U.S. Social Security Number.

Correct Answer: C

QUESTION 4

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

Correct Answer: B

QUESTION 5

Your client would like to limit visibility of executive candidates in the system for the majority of the requiring staff and all hiring managers. What are the three steps to accomplish this using the staffing type functionality?



- A. Adjust the user type permission whereby the candidates displayed to a user is determined
- B. by the candidate's staffing type to exclude Executive Staffing Type.
- C. Activate the Segmentation in Search setting in Recruiting Settings.
- D. Activate the Exact Match for Search Using Structured Fields (OLF) setting in Recruiting Settings.
- E. Activate the Threshold CSW Step - Hide from Search setting in Recruiting Settings.

Correct Answer: ABD

Explanation: Data segmentation: If your organization has activated data segmentation, this might exclude a lot of candidates from your search results. For this reason, it is important to verify if your organization has implemented such restrictions and, if this is the case, ask how they affect which candidates you are entitled to view. There are two dimensions to data segmentation: a user type permission (A) whereby the candidates displayed to a user is determined by the person's staffing type (B); and the Organization, Location and Job Field (OLF) (D) associated with groups that the user is a member of. While it might be easy to manage only a few groups around specific organizations, the effect of segmentation can be difficult to clearly understand if users are associated with multiple groups incorporating various OLF.

Ask your system administrator if he/she has activated the Activate Segmentation in Search setting.

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