



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

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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### QUESTION 1

For each requisition, what is identified when ACE Prescreening is configured?

- A. The one ideal candidate for a position
- B. The top candidates for a position
- C. All candidates for a position
- D. Candidates who have been disqualified for a position

Correct Answer: B

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### QUESTION 2

Your client would like to leverage the ACE prescreening to allow the system to automatically sort and rank candidates who are applying to high volume positions. What type of question will you want to avoid creating when setting up ACE prescreening for these high volume jobs?

- A. Multiple Answers
- B. Single Answers
- C. Open Text
- D. Competencies
- E. Disqualification

Correct Answer: D

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### QUESTION 3

While in draft mode what are some actions that cannot be performed on a requisition?

- A. The requisition cannot be posted to a career site.
- B. The requisition cannot be requested for contribution.
- C. One cannot create a search query based on the requisition.
- D. The requisition cannot be deleted.
- E. The requisition cannot be filled.

Correct Answer: CE

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### QUESTION 4



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

- A. K. job submissions and will not be visible to candidates. Which response identifies all of the configurations required to meet this requirement?
- B. Create a Candidate Ranking UDF and add it to the Personal Information form on the Candidate file.
- C. Create fl Candidate Ranking UDF, contextualize it for the United Kingdom and add it to the Personal Information form on the Candidate file.
- D. Create a Candidate Ranking UDF, make it available for Recruiting Center, and add it to the Personal Information form on the Candidate file.
- E. 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.

Correct Answer: A

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#### QUESTION 5

What processes can be assigned unique candidate files?

- A. Viewing and editing general profiles
- B. Creating candidate profiles
- C. Viewing and editing job submissions
- D. Segmentation of candidate capture types
- E. Modifying field-level security

Correct Answer: B

Explanation: The candidate file identifier is used to specify which candidate-specific information is presented in the Candidate column of candidates lists.

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