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Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

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 2

Your client would like to ensure that all candidates that are being hired into the Information Technology department sit \\\'for a mandatory skills-based assessment. When constructing the candidate selection workflow, what are the two steps that you most take to ensure that this step is enforced for this Job type?

A. Ensure that the Assessment Test step in the primary CSW is contextualized to the job type.

B. Duplicate the primary CSW and ensure that the Assessment Step is added. Save and contextualize this CSW to the Job type.

C. When adding the Assessment Step to the CSW you must mark it as mandatory

D. Set the user type for the users to allow recruiters to view restricted steps.

E. Set the qualifiers In the step to automatically collect the test results so that the candidate is disqualified.

Correct Answer: B

QUESTION 3

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.

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

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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