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Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

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 2

Your client is a large retailer and would like to build a pipeline of candidates in anticipation of each fall hiring rush. Your client is anticipating the need to identify candidates based on their preferences such as candidate who are willing to work weekends and/or holidays. What the configurations would you need to ensure that this information is collected?

- A. Create a Work Conditions User Defined form. Add the appropriate fields to collect the candidate's preferences and activate the form.
- B. Add the Work Conditions Block to the Retail Career Section's assigned Candidate Selection Workflow.
- C. Edit the Work Condition's block and assign the newly created user-defined form to the Block.
- D. Create a Basic Profile Information User Defined form. Add the appropriate fields to collect the candidate's preferences and activate the form.
- E. Add the Basic Profile Information Block to the Retail Career Section's assigned Candidate Selection Workflow.
- F. Edit the Basic Profile Information block and assign the newly created user-defined form to the Block.

Correct Answer: B

Explanation: * Work Conditions Block

The work conditions block is only available for hourly and campus hiring types.

QUESTION 3

Users that have access to the Questions, Disqualification Questions, and Competencies Libraries can:

- A. Access all the items in the Libraries
- B. Access only the items in their assigned Organization
- C. Access only the items in their assigned Location
- D. Access only the items in their assigned Job Field



Correct Answer: B

QUESTION 4

What two elements does the Configuration profile control within the Recruiting Center?

- A. Search Widget
- B. Core Navigation Bar
- C. Coverage Areas
- D. User Types

Correct Answer: AD

Explanation: D: A center stage is selected for each configuration profile and a configuration profile is tied to each user.

A: Users can save a search query if the feature is activated in the user's configuration profile and if the user type permission has been granted. The fields that can be selected in the Recruiting Center to customize a search query are set by the system administrator for each configuration profile. If a user is not linked to a configuration profile or is linked to a configuration profile for which the system administrator has not selected additional fields, then only the set of default fields are displayed when customizing a search query in the Recruiting Center.

QUESTION 5

What is the name of the search utility that uses patterns and themes to search the database for candidates?

- A. Conceptual
- B. Relational
- C. Simultaneous
- D. Collaborational

Correct Answer: B

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