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Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

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 review step once a hiring manager has completed his or her scheduled review.

B. This functionality can be enabled for the interview step once an interview is scheduled.

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: BC

QUESTION 2

When configuring a screening service, your client may not want to provide both summary and detailed screening results to hiring managers as opposed to HR who should have access to both. How is this accomplished?

A. The screening vendor must agree to send back only summary fields via the integration.

B. The permission to Access Taleo partner detailed results must be revoked for the Manager\\'s user type.

C. The permission to Access Taleo partner summary results must be enabled for the Recruiter\\'s user type.

D. The permission to Access Taleo partner detailed results must be enabled for the Recruiter\\'s user type.

E. The permission to Access Taleo partner summary results must be enabled for the Manager\\'s user type.

Correct Answer: B

QUESTION 3

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 4

Your client would like to allow the ability for candidates to reply directly to a specific email address of a recruiting coordinator who is responsible for monitoring incoming messages when a candidate receives a correspondence message regardless of the origin of the message. What are the two steps to enable this functionality?

A. Enable the setting Display "Reply To" Field

B. In the Reply To field, enter the email address of the recipient that you want to allow to reply to the message.

C. Copy a variable from the Variables list and paste it into the Reply To field.

D. Contextualize the message template to the appropriate Organization-Location-Job Function Context.

Correct Answer: A

QUESTION 5

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

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