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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

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 3

Your client has expressed concern that a large volume of their candidate population does not have email access as they are receiving a low percentage of applicants that provide email addresses. What two advantages would the Message Center provide?

A. A recruiter will still be able to send an email message to the candidate using the Recruiting Center correspondence wizard.

B. The message recipient can read his messages and download the files attached to the messages in order to view them.

C. The message center would allow hiring managers and applicants to receive workflow events in a secure message center.

D. The message center can store unlimited number of messages for each candidate.

E. The message center allows candidates reply to received messages when they need to correspond with the recruiter.

Correct Answer: C

Explanation: Secure Message Delivery Customers who wish to have increased control over the information sent to Career Section users via email may choose to enable the Secure Message Delivery feature. When enabled, all messages are delivered to a secure Message Center accessible from any of the customer\'s Career Sections. Message recipients are directed to the Message Center to retrieve their messages.

QUESTION 4

When configuring a CSW, why is it important to designate a completion status within a step?

A. The Completion Status will allow the candidate to progress to the next step in the CSW.

B. The Completion Status will terminate the candidate selection process.

C. The Completion Status will require that all mandatory actions be completed before a hire can be completed.

D. The Completion Status indicates that a candidate can move from one step to another even if some activities are not completed in the step.

Correct Answer: A

Explanation: Actions available in the Next Action column are Candidate Selection Workflow (CSW) movements only,either a

?Move to the next step in the CSW

?Change to the completion status within the current step If the current status is not a completion status, the action displayed will be a move (change status) tothe first completion status of the current step.

If the current status is a completion status, then the action will be a move to the next step at the initialstatus. In a one-step CSW (reference workflow), only statuses configured as a "completion status" willshow up as next steps.

QUESTION 5

What is an important consideration when modifying a permission for a group of users?

A. If the permissions associated with a user type are modified, the changes affect all users who have been assigned the user type.

B. It is important to duplicate that user type and reassign it to all users once your modifications are saved.

C. It is Important to maintain a single user type across the organization for all users.

D. Unless the "expand all" function is selected, the Functional Domain may not be visible when looking for the permission that you want to modify.

Correct Answer: A

Explanation: A user type is a user profile composed of a set of role-based permissions. Modifying the Permissions of a User Type Prerequisite It is recommended to change the person\'s user type. Configuration > [SmartOrg] Administration > User Types Steps

1.

 Select a user type.

2.

 Make the required changes.

3.

 Click Save.

Result

Changes made will affect all users having this user type.