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Oracle Taleo Recruiting Cloud Service 2012 Essentials

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QUESTION 1

Your client would like to match the Background Color and Front to match their corporate style guide standards. What action must you take to make these changes?

- A. You must modify the properties in the associated Theme.
- B. You must modify the properties in the Career Section.
- C. You must contact Support to make the changes.
- D. You must modify the CSS (Cascading Style Sheet) that has been inserted into the Career Section.

Correct Answer: D

QUESTION 2

Identify two configurations that must be selected in the user type to allow hiring managers access to only their requisitions.

- A. View Requisitions -> Only if this user is an owner of the requisitions or a collaborator
- B. View Requisitions -> Only if this user is an owner of the requisition, a collaborator or if the requisitions are associated with coverage area
- C. Access "Requisitions- Section
- D. View Requisitions -> Without Restriction

Correct Answer: BC

QUESTION 3

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



QUESTION 4

Your client would like to ensure that all applicants are presented with the correct set of questions that qualify that they meet the minimum requirements for employment with the organization that has locations in the United States and the United Kingdom. How would you ensure that candidates are presented with the correct set of questions for the job that they are applying for?

- A. Associate the Disqualification Questions to a requisition.
- B. Associate the Disqualification Questions to the appropriate Locations and Job Fields.
- C. Associate the Disqualification Questions to a requisition template.
- D. Configure the Disqualifications in the Recruiting Administration > General Configuration.

Correct Answer: B

Explanation: * Disqualification questions are created and configured in the Disqualification Question Library. Questions available in the Disqualification Question Library can appear in the Prescreening section of a requisition file if the locations and job fields of the disqualification question matches the locations and job fields of the requisition.

* A disqualification question is a single-answer question that contains the minimum requirements for

a candidate to be eligible for a job. A candidate not meeting the required response can be instantly exited from the application process.

QUESTION 5

Your company is global and the standard Social Security Number field does not support your needs for capturing National IDs outside of the United States. Which two items represent the best design option for addressing this challenge?

- A. Create a generic National ID UDF and contextualize for use in all non-U.S. countries.
- B. Use Configuration to change the label of the Social Security Number field to something more generic.
- C. Contextualize the standard Social Security Number field for the United States only.
- D. Create a new UDF for candidates to select a value from a list to indicate when they have entered something that is not a U.S. Social Security Number.

Correct Answer: C

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