Testpassport問題集

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Exam : **1Z0-474**

Title : Oracle Taleo Recruiting
Cloud Service 2012
Essentials

Version : DEMO

1.When configuring multiple-choice prescreening questions, what is an important consideration?

A.Include an "Out" such as Not Applicable, None, or None of the Above.

B.Do not make multiple-choice questions required on the questionnaire.

C.Do not mix requirements and assets on a multiple-choice question.

D.Only use multiple-choice questions for legal requirements or certifications.

Answer: A

2.What are the three types of questions that can be Implemented In the construction of a Job-specific prescreening question?

A.Single Answer

B.Multiple Choice

C.Text

D.Rating Scale

E.Ranking

Answer: A,B,C

Explanation: A:Example: How many years of experience do you have in Java programming.

B: Example: Indicate which computer applications you have used to perform your job duties in the past.Select all that apply.

C: Example: Please specify the crimes you were convicted for as well as any details".A maximum of 256 characters can be entered.

3.When building a Career Section, in order to preview it, which area within the Career Section would you access?

A.Application Flow Properties

B.Career Section URL

C.Career Section Properties

D.Career Portal Pages

E.Career Section Preview

Answer: E

Explanation: Viewing Candidates Matching a Requisition Prerequisite A user type permission grants users access to this feature.The requisition must be posted on a career section.Steps

In the requisition file, select the Posting and Sourcing tab.

In the Career Sections section, click Preview Matching Candidates.Result The Posting Requisitions - Filter Matching Candidates window displays candidates matching the requisition.

4.Your client requires the ability to capture multiple payroll allowances as part of a candidate offer.What design option best supports this requirements?

A.Create Offer UDFs for each Allowance category and associate each with the Offer.

B.Create Candidate UDFs for each Allowance category and complete these prior to creating the Offer.

C.Create Requisition UDFs for each Allowance category and associate these with the Requisition.

D.Create a custom IUDS to list the Allowance categories.

Answer: B

Explanation: User-defined fields (UDF) can be created to collect information according to specific organization requirements.

5.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.
Answer: A,B

6.Your client wants to use a Candidate Ranking field to establish ranking (I-10) and then be able to sort candidates within the list view for a given requisition.This field should only be available for
U.K.
job submissions and will not be visible to candidates.Which response identifies all of the configurations required to meet this requirement?
A.Create a Candidate Ranking UDF and add it to the Personal Information form on the Candidate file.
B.Create fl Candidate Ranking UDF, contextualize it for the United Kingdom and add it to the Personal Information form on the Candidate file.
C.Create a Candidate Ranking UDF, make it available for Recruiting Center, and add it to the Personal Information form on the Candidate file.
D.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.
Answer: A

7.What is used to determine the required fields that remain to be completed when saving, posting, or routing a requisition for approval?
A.More Actions Menu
B.Diagnostic Tool
C.Quick Filters
D.Action Bar
Answer: A

8.Your client would like to limit visibility of executive candidates in the system for the majority of the requiting staff and all hiring managers.What are the three steps to accomplish this using the staffing type functionality?
A.Adjust the user type permission whereby the candidates displayed to a user is determined
B.by the candidate's stalling type to exclude Executive Staffing Type.
C.Activate the Segmentation in Search setting in Recruiting Settings.
D.Activate the Exact Match for Search Using Structured Fields (OLF) setting in Recruiting Settings.
E.Activate the Threshold CSW Step - Hide from Search setting in Recruiting Settings.
Answer: A,B,D
Explanation: Data segmentation: If your organization has activated data segmentation, this might exclude a lot of candidates from your search results.For this reason, it is important to verify if your organization has implemented such restrictions and, if this is the case, ask how they affect which candidates you are entitled to view.There are two dimensions to data segmentation: a user type permission (A) whereby the candidates displayed to a user is determined by the person's staffing type (B); and the Organization,

Location and Job Field (OLF) (D) associated with groups that the user is a member of.While it might be easy to manage only a few groups around specific organizations, the effect of segmentation can be difficult to clearly understand if users are associated with multiple groups incorporating various OLF.Ask your system administrator if he/she has activated the Activate Segmentation in Search setting.

9.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.
Answer: A

10.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.
Answer: B