

# 1Z0-474<sup>Q&As</sup>

Oracle Taleo Recruiting Cloud Service 2012 Essentials

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### QUESTION 1

Your client has requested that you construct a targeted career site for a brand new location. Identify two career section items that must be contextualized to this location?

- A. Career Sections
- B. Application Flows
- C. User-defined Forms
- D. Statements

Correct Answer: BC

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### QUESTION 2

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.

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### QUESTION 3

When an ad-hoc prescreening question is created for a requisition and not saved into the prescreening library what are two disadvantages to this approach for an organization?

- A. The question cannot be pulled into an advanced search and used as search criteria.
- B. The question is not available for reuse on additional requisitions in a similar Job Family or Location.
- C. The question is not available in the candidate tracking history.
- D. The question cannot be weighted.

Correct Answer: BC

Explanation: Questions created in the Question library are available in the Question Library and can then be added

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in the Prescreening section of a requisition file.

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#### QUESTION 4

What is the default extension method selected by the system when a user of the system records the extension of an offer (within Offer Management)?

- A. Verbal
- B. Written (Hard Copy)
- C. Written (Email)
- D. Written (Fax)
- E. Verbal and Written (hard copy)

Correct Answer: E

Explanation: When adding the RSOffer step to a candidate selection workflow, authorized Recruiting Center users are able to: Extend offers verbally or in writing.

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#### QUESTION 5

When adding a Question regarding years of experience to a requisition, assume the available answers are "No Experience," "Less than 1 year," "1-3 years," "3-6 years," "6-10 years" and "More than 10 years." If the client requires a minimum of 2 years of experience, which answer(s) must be marked as Required?

- A. 1-3 years
- B. Less than 1 year, 1-3 years
- C. 1-3 years, 3-6 years, 6-10 years, More than 10 years
- D. Less than 1 year, 1-3 years, 3-6 years, 6-10 years, More than 10 years

Correct Answer: A

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