

1Z0-474^{Q&As}

Oracle Taleo Recruiting Cloud Service 2012 Essentials

Pass Oracle 1Z0-474 Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.pass2lead.com/1z0-474.html>

100% Passing Guarantee
100% Money Back Assurance

Following Questions and Answers are all new published by Oracle
Official Exam Center

- ⚙️ **Instant Download** After Purchase
- ⚙️ **100% Money Back** Guarantee
- ⚙️ **365 Days** Free Update
- ⚙️ **800,000+** Satisfied Customers



QUESTION 1

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 2

Your client would like to enforce that all hiring managers who are hiring engineers to consider only candidates with a Masters degree. What are two configurations that you can set in the system to make this rule increasingly visible to the managers?

- A. Set your manager's user type to only display candidates that have a Masters degree or higher.
- B. Ensure that the list view variation assigned to managers contains the field Education Level on Global and visible CSW Steps in the workflow.
- C. Adjust the manager's Configuration Profile to only display candidates that have a Masters degree or higher.
- D. Enable the Candidate Compare Feature so that managers can easily view the education level of their candidates side by side for each job.
- E. Ensure that the SmartOrg Settings for the engineering job family are set such that any candidate that does not have a Masters degree education level or higher is automatically disqualified.

Correct Answer: BE

QUESTION 3

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 a custom IUUDS to list the Allowance categories.
- C. Create Requisition UDFs for each Allowance category and associate these with the Requisition.
- D. Create Candidate UDFs for each Allowance category and complete these prior to creating the Offer.

Correct Answer: D

QUESTION 4

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

QUESTION 5

While in draft mode what are some actions that cannot be performed on a requisition?

- A. The requisition cannot be posted to a career site.
- B. The requisition cannot be requested for contribution.
- C. One cannot create a search query based on the requisition.
- D. The requisition cannot be deleted.
- E. The requisition cannot be filled.

Correct Answer: CE