

## **Oracle 1Z0-474 Exam**

**Volume: 76 Questions**

Question No : 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.

Answer: D

Question No : 2

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? Select two.

- 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.

Answer: A,C

Question No : 3

What four options exist when you are creating a CSW to contextualize it so that it appears in the most appropriate context for the requisition when a user is creating a requisition?

- A. Req Template
- B. Organization

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- C. Location
- D. Job Function
- E. Requisition Type
- F. Job Template

Answer: B,C,D,E

Question No : 4

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

Question No : 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.

Answer: A

Question No : 6

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What are two scenarios in which you would build qualifiers into your Candidate Selection Workflow?

- A. Your client would like to collect data on why the candidates are declining their offers.
- B. Your client is trying to collect data on how much the competition is offering their candidate pool.
- C. Your client would like to collect data on how long it took to move from one step to another in the workflow.
- D. Your client would like to collect data on why candidates are being rejected by their recruiters.

Answer: A,D

Question No : 7

Users that have access to the Questions, Disqualification Questions, and Competencies Libraries can:

- A. Access all the items in the Libraries
- B. Access only the items in their assigned Organization
- C. Access only the items in their assigned Location
- D. Access only the items in their assigned Job Field

Answer: B

Question No : 8

Your client has expressed concern that one of the open positions that they have activated prescreening for is delivering a high volume of ACE candidates. What recommendations should you consider making to your client? Select two.

- A. You should suggest that the recruiter unpost the job immediately and add additional prescreening questions to the prescreening form on the job.
- B. You should suggest that the recruiter unpost the Job immediately and add competencies to the prescreening form on the job.
- C. You should suggest that the recruiter adjust the ACE Alert Threshold and employ weighting on the most important assets.
- D. You should suggest that the recruiter adjust the ACE Alert Threshold and increase the number of

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assets.

Answer: B,C

Question No : 9

What processes can be assigned unique candidate files?

- A. Viewing and editing general profiles
- B. Creating candidate profiles
- C. Viewing and editing job submissions
- D. Segmentation of candidate capture types
- E. Modifying field-level security

Answer: B

Question No : 10

You have been asked by your client to create a Candidate Selection Workflow that is specific to all Hourly positions in California. What two elements would you contextualize on your CSW?

- A. Organization
- B. Location
- C. Job Field
- D. Staffing Type
- E. Requisition Status

Answer: D,E

Question No : 11

When you create a new department in the system, what can you associate with it?

- A. Organization, Job Field, Contacts

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- B. Organization, Location, Contacts
- C. Location, Job Field
- D. Organization, Location, Job Field, Contacts

Answer: D

Question No : 12

Your client is opening a new location in Texas and they would like to create an area on their career's page with a list of jobs featuring all postings prefiltered in the Dallas Fort Worth area. What step must you take in order to create the new URL with this prefiltered list of jobs?

- A. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Add the Keyword Dallas and Texas to the URL Parameters.
- B. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Associate the location Dallas to the URL Parameters.
- C. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Enable the radius search within 50 miles of Dallas.
- D. Deactivate the Career Section. Select Add URL In the Career Section URL Settings. Set the Urgent Jobs Flag in the URL Parameters.

Answer: B

Question No : 13

Settings in Taleo have security levels. Some settings can be changed by the customer in the product administration module and some settings can only be viewed by the customer in the administration module. Some settings are visible only to Taleo and not to the customer. What are the three security level settings in Taleo?

- A. Private
- B. Restricted
- C. Public
- D. Confidential

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E. Protected

F. General

Answer: A,C,E

Question No : 14

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? Select two.

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: A,C

Question No : 15

Your client would like to insert text on the header of the Background Check Consent page in the Application Flow on their Hourly career Section. What steps must you take in order to insert the text?

A. Dissociate the Application Flow from the Career Section.

B. Deactivate the Application Flow.

C. Edit the Page Properties for the Background Check Page to insert the text.

D. Edit the Background Check Consent Block to insert the text.

E. Edit the User Defined Labels in the Background Check Block to insert the text.

Answer: B,C

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Question No : 16

Identify the two actions that you must take if you want to edit the properties of an existing Application Flow?

- A. Dissociate the application flow from an active Career Section.
- B. Modify the properties of the associated Career Section.
- C. Deactivate the Application Flow.
- D. Remove the language configuration.

Answer: B,C

Question No : 17

Your client has decided that they would like to collect background checking consent from the candidates during the final step in the application process. Once you have duplicated the application flow and added the Background Consent block, what action must you take before the new Application Flow can be assigned to the career section?

- A. Activate the Job Specific Application Flow.
- B. Deactivate the Career Section.
- C. Modify the Career Section Properties.
- D. Adjust the Security Settings.

Answer: A

Question No : 18

Your client would like to create a simplified way for hiring managers to progress candidates in the workflow with a single click avoiding the need to open each candidate record to complete the progression in the More Actions menu. What recommendation would you make to your client?

- A. Next Action column must be added in the hiring manager's candidate list format.
- B. Progression Status column must be added in the hiring manager's candidate list format.
- C. Disable the Setting Threshold CSW Step - Prevent advancing.

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D. Restricted confidentiality level setting on the Hiring Manager Review step must be removed.

Answer: A

Question No : 19

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

Answer: B,C

Question No : 20

Your client has decided that they would like to collect the candidate's Date of Birth and Social Security number for their background checking vendor in a secondary Application Flow that the recruiter will execute prior to requesting the screening service. Once you have completed building the new form with the data collection fields, what are the two steps that you must take in order to change which form displays to the candidate?

- A. Deactivate the Application Flow
- B. Edit the Block Properties
- C. Configure the Default Languages
- D. Edit the Page Properties

Answer: A,D

Question No : 21

Your client has a concern with allowing all users, specifically hiring managers, to record comments once a candidate has been screened or completed an interview. What are two recommendations that you can make to your client regarding their CSW configuration? Select two.

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- A. A recommendation would be to utilize Qualifiers to collect structured data around reasons for a candidate's disqualification.
- B. A recommendation would be to remove the ability for hiring managers to make comments within the CSW.
- C. A recommendation would be to provide training to hiring managers on the company's hiring policies and procedures.
- D. It would be recommended to remove the hiring manager's access from the system when there is cause for concern.

Answer: B,D

Question No : 22

When creating a new user type it is recommended to first\_\_\_\_\_.

- A. Delete the default user types and re-create them with desired permissions.
- B. Duplicate one of the default user types, make modifications to the user type, and save it.
- C. Always create new user types from scratch and assign the desired permissions.
- D. Modify the existing default user type provided by Taleo with the desired user permissions.

Answer: B

Question No : 23

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.

Answer: B,C

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Question No : 24

Identify the option that can be contextualized to a foundation element?

- A. User Types
- B. User Groups
- C. Center Stages
- D. Configuration Profiles
- E. Paragraphs

Answer: D

Question No : 25

What are three data elements driven by SmartOrg during the requisition posting process?

- A. Job Boards
- B. Career Sites
- C. Agencies
- D. Languages
- E. Req Title by Manager

Answer: A,B,C

Question No : 26

Your client would like to leverage the ACE prescreening to allow the system to automatically sort and rank candidates who are applying to high volume positions. What type of question will you want to avoid creating when setting up ACE prescreening for these high volume jobs?

- A. Multiple Answers
- B. Single Answers
- C. Open Text