Oracle Talent Acquisition Cloud 2016 Implementation Essentials

1. You want hiring managers with Restricted access to be able to view messages and attachments containing a candidate's competitive data for requisitions on which they collaborate. Which three settings must be configured to meet this requirement? (Choose three.)

A. View competitive offer details: Only if this user is an owner of any requisition to which the candidate has applied or is a collaborator.

B. Security Level for Offers (in View Mode) - Restricted.

C. Access to the Attachments tab.

D. View and capture competitive offer details: Only if tis user is an owner of any requisition to which the candidate has applied or is a collaborator.

E. Security Level for Offers (in Edit Mode) - Restricted.

Answer(s): B,C,E

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2. When testing the Job Specific application flow, you notice that the Job Specific Prescreening Questions page is not presented. What are two reasons for this? (Choose two.)

A. Prescreening is not applicable during the testing of an application flow.

B. The Prescreening Questions block has not been included in the application flow design.

C. There are no questions entered into the requisition being used for the test.

D. The Prescreening feature has not been activated yet.

Answer(s): B

3. A user reports that he or she is not receiving the ACE candidate alerts that you set up in the system. What are three reasons for this issue? (Choose three.)

A. The user does not have access to the Recruiting Center.

B. The setting ACE Alert Option Default was not turned on in Recruiting Settings.

C. The user does not belong to the user group of the requisition.

D. The user does not have access to the requisition type of the requisition.

E. The user does not have ACE candidate alerts configured in his or her profile.

Answer(s): A,D,E

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4. Your client requires recruiters to see complete requisition information, whereas hiring managers should see a subset of that information. How can you configure your requisitions to support this requirement? (Choose the best answer.)

A. Set the field properties to (Mandatory = Yes) in the Selected Element Properties section for this field.

B. Create two different configuration profiles, one for managers and one for recruiters.

C. Create two different requisition files, one for managers and one for recruiters.

D. Create two different requisition files, one for managers and one for recruiters, and associate them with different Manager and Recruiter configuration profiles.

Answer(s): C

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5. How are user type permissions organized in the system? (Choose the best answer.)

A. in alphabetical order

B. by section, subdomain, and then functional domain

C. by functional domain, subdomain, and then section

D. by functional domain (core products)

Answer(s): D

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6. A user is not receiving Workflow Event Notifications. What are two steps to configure this functionality for the user? (Choose two.)

A. The system administrator must activate Workflow Event Notifications in the preferences of the user's account.

B. The user must update his or her preferences for Workflow Event Notifications in his or her user profile.

C. The user must update his or her preferences for Workflow Event Notifications in My Setup.

D. The system administrator must activate Workflow Event Notifications in General Configuration.

E. The system administrator must activate Workflow Event Notifications in the permissions of the user type.

Answer(s): A,E

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7. Your client wants to insert their company logo onto all content pages. What is the first thing you should do? (Choose the best answer.)

A. Add the image to the content page.

B. Create the image.

C. Copy the image onto the clipboard.

D. Upload the image to Taleo.

Answer(s): B

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8. Your customer is testing their prehire process and they realize the wrong message is being sent to the background checking organization.

A. Task Code

B. Related Source

C. Assignee

D. Action Type

E. Task Name

Answer(s): B

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9. If the status of a user type is changed from Active to Inactive, what happens to that user type if it had been assigned to a group or user account before the status change? (Choose the best answer.)

A. The inactive user type is visible to existing user accounts and groups, but not to new ones, and the user type status is Draft.

B. The inactive user type no longer appears in the User Type list of values.

C. The inactive user type is no longer visible to existing and new user accounts or groups.

D. The inactive user type is visible to existing user accounts and groups, but not to new ones.

Answer(s): A

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10. Your client wants to ensure that all applicants are presented with the correct set of questions, which indicate that they meet the minimum requirements for employment with the organization. It has locations in the United States and United Kingdom.

A. Configure the Disqualifications in Recruiting Administration > General Configuration.

B. Associate the Disqualification questions to the appropriate locations and job fields.

C. Associate the Disqualification questions to a requisition template.

D. Associate the Disqualification questions to a requisition.

Answer(s): B

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11. While in Draft mode, what are two actions that cannot be performed on a requisition?

A. It cannot be deleted.

B. It cannot be filled.

C. You cannot create a search query based on it.

D. It cannot be requested for contribution.

E. It cannot be posted to a career site.

Answer(s): B,C

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12. What are two major considerations for an organization when they decide to use Radius Search in their Career section? (Choose two.)

A. whether the organization is based in the United States

B. whether they have candidates for whom location is an important factor in their employment

C. whether they have multiple work locations concentrated in a single geographic area

D. whether they have multiple candidates for a requisition spread across different countries

E. whether they have multiple work locations spread across different countries

Answer(s): C,E

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13. Your customer wants to provide assistance to all candidates who are completing and application flow, by way of a link to a Help/FAQ webpage that they have designed.

A. Application Flow Properties

B. Career Section Branding

C. Career Section Properties

D. Security Settings

E. Career Portal Pages

F. Career Section Settings

Answer(s): E

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14. After Go-Live, your customer decides to change the application flow pages so that they are presented in a different order, and also to include additional pages. The system does not allow them to save the new configuration. What two things should you ensure to troubleshoot this? (Choose two.)

A. that the application flow actions are associated with the correct page

B. that there are enough pages

C. that a Thank You page is included and is the last page in the flow

D. that there are not too many pages

E. that the names of the pages are not misspelled

Answer(s): A,C

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15. Excluding Transitions Portal, what are the three Career section types associated with the Recruiting Center? (Choose three.)

A. External

B. Agency

C. Inactive

D. Internal

E. Job Search

F. Active

Answer(s): A,B,D

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16. Your client wants to use the Taleo Offer Management functionality for their corporate recruiting needs.

A. TheRSOffer step should be added to the Candidate Selection Workflow for corporate positions.

B. TheRSOffer step should be added to the Administrative module for corporate positions.

C. Offer Management should be turned on in the Administration Module under Recruiting > Settings.

D. A step called Offer should be created, with the reference model Offer, and added to the Candidate Selection Workflow for corporate positions.

E. The statuses of the organization's Offer process should be mapped to the RSOffer step and added to the Candidate Selection Workflow for corporate positions.

Answer(s): B

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17. You are creating a new Curriculum Development department in the system. Which three fields in this process are optional? (Choose three.)

A. Department Number

B. Organization

C. Location

D. Name

E. Approver Preferences - Requisitions

Answer(s): B,D,E

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18. What are three ways in which you can reduce the scope of a coverage area? (Choose three.)

A. Remove functional domains.

B. Remove organizations.

C. Remove job fields.

D. Remove users.

E. Remove requisitions.

Answer(s): A,B,C

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19. Jobs that are recommended to candidates appear in their personalized job list, which includes jobs automatically matched to them based on their candidate profile. Which other option needs to be configured, in addition to defining the criteria that the system must use for the match? (Choose the best answer.)

A. Application Flow Properties

B. Career Section Properties

C. a Career Portal page

D. Global Security

Answer(s): D

20. Your client maintains different information for different types of positions, such as Professional, Hourly, and Executive. They are interested in setting up requisitions to show details only specific to the type of position and not confuse managers with extra fields they do not need to view.

A. Configure different configuration profiles for managers and recruiters and adjust the settings for Requisition Edit/View to point to different requisition files.

B. Create multiple requisition files, one for each staffing type, and associate them with the Manager configuration profile.

C. Create multiple requisition files, one for each staffing type, and associate them with Requisition Files 1 and 2 in Requisition File Setup.

D. Contextualize the fields on the requisition to include exceptions by staffing type.

E. Create multiple requisition files, one for each staffing type, and associate them with different configuration profiles for managers and recruiters.

Answer(s): A,B,D