Version: 7.0

Question: 1

A user wants to change the code (internal name) of the Input field of an Interview Scheduling service. How do you configure this in the system? (Choose the best answer.)

A. Modify the code in Recruiting Settings > Screening Services.
B. Modify the code in Recruiting Administration > Screening Services.
C. Modify the code in the Requisition file under the Screening section.
D. The code is a read-only property that cannot be modified.

Answer: B

Explanation:
Reference:
https://docs.oracle.com/cloud/latest/talentcs_gs/OTSCC.pdf (See Page#34).

Question: 2

What are three reasons why you cannot delete a group from the system? (Choose three.)

A. All the group's members do not belong to at least one other group.
B. A user is associated with the group.
C. An element is associated with the group.
D. The group is associated with a folder in Business Objects.
E. The group has the Reporting domain tied to it in Business Objects.
F. The group has a coverage area associated with it.

Answer: B, C, D

Question: 3

Your client needs to ensure that all candidates hired into the Accounting department take a mandatory accounting skills test. When constructing this Candidate Selection Workflow (CSW), what two steps must you take to ensure that this is enforced for this job type? (Choose two.)

A. Set the user type permissions to allow recruiters to view restricted steps.
B. Duplicate the primary CSW and add the Assessment step. Save and contextualize this CSW to the job type.
C. Ensure that the Assessment Test step in the primary CSW is contextualized to the job type.
D. Mark the Assessment step that you added to the new CSW as Mandatory.
E. Set the qualifiers in this step to automatically collect the test results.

Answer: B

Question: 4

Your client reports that although their candidates often browse open positions via a mobile device, they prefer to complete applications on a personal or desktop computer (PC).
For such candidates, which feature should be enabled in the system so that they can revert to jobs that they saved during the mobile search process or completion on a PC? (Choose the best answer.)

A. Job Cart
B. Job Search Acknowledgement Message
C. Email to a Friend
D. Recently Viewed Jobs
E. Mobile Search

Answer: A

Question: 5

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 user does not have access to the requisition type of the requisition.
C. The user does not belong to the user group of the requisition.
D. The user does not have ACE candidate alerts configured in his or her profile.
E. The setting ACE Alert Option Default was not turned on in Recruiting Settings.

Answer: A, B, D

Question: 6

When configuring a Candidate Selection Workflow (CSW), why is it important to designate a completion status within a step? (Choose the best answer.)

A. It allows a candidate to progress from one step to another, even if some activities are not completed in the step.
B. It allows the candidate to progress to the next step in the CSW.
C. It terminates the Candidate Selection process.
D. It requires that all mandatory actions be completed before a hire can be completed.
E. It requires that all non-mandatory actions be considered, but not necessarily completed, before progressing to the next step.

Answer: B

Question: 7

Your customer decides to open a new office in another country. As a result of this, different diversity data needs to be gathered during the application process.
Which option represents the steps you must take to meet this requirement? (Choose the best answer.)

A. Re-activate the application flow.
B. Change the application flow to include a new form.
C. Deactivate the application flow.
D. Create a new Diversity form, contextualized to that new location.

Answer: D

Question: 8

What user type permission is required to configure Taleo Assessment Settings, Input Fields, and Result fields? (Choose the best answer.)

A. Access and Edit Screening Services
B. Assessment Settings
C. Taleo Assessment Fields
D. Access Administration

Answer: D

Question: 9

Your client wants to use ACE prescreening to allow the system to automatically sort and rank candidates who are applying to high-volume positions. Which type of question should you avoid creating when setting up ACE prescreening for these high-volume jobs? (Choose the best answer.)

A. Disqualification
B. Open Text
C. Single Answers
D. Multiple Answers
E. Competencies

Answer: E

Question: 10

Aside from Status (Active, Inactive, Draft) and Visible By, which two options are available in the library list of quick filters to help isolate desired questions? (Choose two.)

A. Code
B. Creation Date
C. Created By
D. Org Structure Association

E. Answer Type

Answer: A, C

Question: 11

Your company has a very specific requisition posting strategy. Each requisition must be posted only internally for the first two weeks, and then externally thereafter. To assist recruiters, these options can be set as defaults. Which two steps must you follow to put this into effect? (Choose two.)

A. Access and adjust Career Section Settings.
B. Access Internal Career Section Properties and adjust Default Posting Options.
C. Access External Career Section Properties and adjust Default Posting Options.
D. Access and adjust Application Flow Properties.
E. Access and adjust Recruiting Administration Settings.

Answer: B ,D

Question: 12

Your client wants to streamline the involvement of a select group of hiring managers in the recruiting process by exposing only candidates that have been screened by the recruiter. How is this accomplished when configuring the Candidate Selection Workflow? (Choose the best answer.)

A. The confidentiality level of the initial steps in the Candidate Selection Workflow can be set to Restricted.
B. The workflow can be tied to a configuration profile that is set up specifically for hiring managers.
C. The initial steps in the Candidate Selection Workflow can be set to Mandatory.
D. The reference model "New" can be removed from the hiring manager's configuration profile.

Answer: C

Question: 13

Your client has found inconsistencies in their Time to Hire reporting. Recruiters are manually tracking each key hiring step in the system after the event occurs. What should you do to improve the accuracy of their reporting? (Choose the best answer.)

A. Activate event data entry and modification on the statuses so that recruiters can record the actual time of the event at the time they update the status.
B. Reconstruct the report to pull the total time period from Application to Hire Date.
C. Activate event modification on the statuses so that recruiters can edit the actual time of the event at the time they update the status.
D. Reduce the number of statuses in the Candidate Selection Workflow to only those that are absolutely necessary.
E. Enable auto-progression for all steps in their Candidate Selection Workflow so that the system can

progress candidates automatically to each step.

Answer: E

Question: 14

Your client accidently assigned all their intems to the Recruiter user type. They want to remove this user type from the Intem user accounts. How do you disassociate the Recruiter user type from these accounts? (Choose the best answer.)

A. The Recruiter user type is assigned to all user accounts by default and cannot be changed.
B. In each user account, change the status of the Recruiter user type to Inactive.
C. Delete the Recruiter user type in SmartOrg Administration > User Accounts.
D. In each user account, remove the Recruiter user type.
E. Review the list of user accounts in SamrtOrg Administration > User Types. Select and remove the user accounts from that user type.

Answer: D

Question: 15

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.
What three requisition file configuration options support this requirement? (Choose three.)

A. Configure different configuration profiles for managers and recruiters and adjust the settings for Requisition Edit/View to point to different requisition files.
B. Contextualize the fields on the requisition to include exceptions by staffing type.
C. Create multiple requisition files, one for each staffing type, and associate them with different configuration profiles for managers and recruiters.
D. Create multiple requisition files, one for each staffing type, and associate them with Requisition Files 1 and 2 in Requisition File Setup.
E. Create multiple requisition files, one for each staffing type, and associate them with the Manager configuration profile.

Answer: A, B ,E