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Exam : **1z1-324**

Title : Oracle Taleo Recruiting Cloud Service 2016 Implementation Essentials

Vendor : Oracle

Version : DEMO

NO.1 Your client wants to send a task to a hiring manager one week after a new employee starts, with a checklist of activities that should have been completed at that point.

How can you incorporate the one-week delay into the process? (Choose the best answer.)

- A.** Send the task immediately and hope the hiring manager remembers to refer to it at the appropriate time.
- B.** Have the recruiter manually follow up by email one week after the employee starts.
- C.** Create another process that is launched by a recruiter one week after the hire date.
- D.** Add a "Date Based" condition before the step based on the employee's hire date.

Answer: B

NO.2 In which four compartments can visibility be limited through contextualization of user groups by using coverage areas? (Choose four.)

- A.** prescreening questions
- B.** reports
- C.** requisitions
- D.** job templates
- E.** requisition files
- F.** candidates
- G.** list formats

Answer: B,C,D,F

NO.3 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 and capture 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.** View competitive offer details: Only if this user is an owner of any requisition to which the candidate has applied or is a collaborator.
- D.** Access to the Attachments tab.
- E.** Security Level for Offers (in Edit Mode) - Restricted.

Answer: B,D,E

NO.4 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.** Multiple Answers
- B.** Single Answers
- C.** Competencies
- D.** Open Text
- E.** Disqualification

Answer: C

NO.5 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 there are enough pages
- B. that a Thank You page is included and is the last page in the flow
- C. that the application flow actions are associated with the correct page
- D. that the names of the pages are not misspelled
- E. that there are not too many pages

Answer: B,C

NO.6 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 no longer appears in the User Type list of values.
- B. The inactive user type is no longer visible to existing and new user accounts or groups.
- C. The inactive user type is visible to existing user accounts and groups, but not to new ones.
- D. The inactive user type is visible to existing user accounts and groups, but not to new ones, and the user type status is Draft.

Answer: D

NO.7 You want to hire multiple candidates simultaneously under the Campus requisition type to perform mass hiring. What setting should you configure to enable this requirement? (Choose the best answer.)

- A. Simultaneous Hiring of Multiple Candidates Setting in Configuration > Requisition Administration > Requisition Template Fields
- B. This requirement cannot be met because the Simultaneous Hiring of Multiple Candidates Setting cannot be activated for a specific requisition type.
- C. Simultaneous Hiring of Multiple Candidates Setting in Configuration > Recruiting Administration
- D. Simultaneous Hiring of Multiple Candidates Setting in Configuration > Requisition Administration > Requisition Types
- E. Simultaneous Hiring of Multiple Candidates Setting in Configuration > SmartOrg

Answer: C

NO.8 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 requires that all non-mandatory actions be considered, but not necessarily completed, before progressing to the next step.
- B. It terminates the Candidate Selection process.
- C. It allows a candidate to progress from one step to another, even if some activities are not completed in the step.
- D. It allows the candidate to progress to the next step in the CSW.
- E. It requires that all mandatory actions be completed before a hire can be completed.

Answer: D

NO.9 Before deleting a level in the Organization-Location-Job Field (OLF) structure, what three tasks must you perform first? (Choose three.)

- A.** Put the application in Maintenance mode or Implementation mode.
- B.** Ensure that the user who deletes the level has the Edit Foundation Data permission in his or her user type.
- C.** Remove any elements linked to the level that you want to delete.
- D.** Ensure that the user who deletes the level has the Manage Foundation Data permission in his or her user type.
- E.** Deactivate any elements linked to the level that you want to delete.

Answer: A,B,C

NO.10 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.** Deactivate the application flow.
- B.** Create a new Diversity form, contextualized to that new location.
- C.** Re-activate the application flow.
- D.** Change the application flow to include a new form.

Answer: B

NO.11 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 ACE candidate alerts configured in his or her profile.
- 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 Recruiting Center.
- E.** The user does not have access to the requisition type of the requisition.

Answer: A,D,E

NO.12 A recruiter wants to decrease the number of candidates visible in his or her ACE candidate alerts. Where do you modify these alerts? (Choose the best answer.)

- A.** within the requisition
- B.** within the user type permissions
- C.** within Recruiting Settings > ACE Alert Option Default
- D.** within the Candidate Selection Workflow
- E.** within Recruiting Settings > Message Templates

Answer: D