

Oracle.1z0-1069-22.v2023-05-22.q20

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NEW QUESTION: 1

Which privilege enables a recruiter to merge duplicate candidates?

- A. IRC_PERFORM_CANDIDATE_DUPLICATE_CHECK_AND_MERGE_PRIV
- B. IRC_DUPLICATE_CHECK_PRIV
- C. IRC_MERGE_AND_DUPLICATE_CHECK_PRIV
- D. IRC_PERFORM_MERGE_PRIV

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 2

When creating media content for job requisitions, visibility can be limited by which of the following?

- A. ByHiring Type
- B. Internal only
- C. External only
- D. Internal, External, or both

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 3

How can a Job offer get accepted?

- A. by the candidate, and by anyone who has Update privileges on the requisition
- B. by the candidate or recruiter giving an e-signature
- C. by the candidate, and by anyone who has the right privileges on the job offer
- D. only by the candidate giving an e-signature.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 4

You are planning your Candidate Selection Process (CSP) phases and states and want to have some phases restricted. Which two options identify when can this restriction occur?

- A. The last phase of the process
- B. A phase which is placed after a restricted phase
- C. The first phase of the process
- D. A phase placed between the Offer and HR phases
- E. A state which is placed after an unrestricted phase

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 5

The hiring and offering teams are, by default, made up of recruiters, hiring managers and collaborators. Which lookup type allows you to expand these to include sourcers, interview teams and coordinators?

- A. ORA_IRC_HIRING_TEAM_COLLAB_TYPE
- B. IRC_ORA_COLLAB_HIRE_OFFER_RESP_TYPE
- C. IRC_ORA_HIRE_OFFER_TEAM_DEF
- D. ORA_IRC_COLLABORATOR_RESP_TYPE

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

How do you add a linked requisition to a pipeline requisition?

- A. Use the Link Requisition option in the action menu.
- B. Add the linked requisition number to the pipeline requisition.
- C. Link an existing requisition to the pipeline requisition.
- D. Create a new linked requisition for the pipeline requisition.

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 7

What happens to the active job applications of a requisition when the requisition is filled?

- A. The Hiring Team needs to approve the disposition of the active job applications.
- B. Recruiters need to disposition the active job applications.
- C. The active job applications are automatically rejected.
- D. All candidates not dispositioned are automatically moved to a pipeline requisition.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

Which Talent Profile content sections can be included in job applications?

- A. Only Previous Employment, Degrees, Work Requirements, Licenses and Certifications and Languages
- B. Only Previous Employment, Degrees and Work Requirements
- C. Only Previous Employment, Degrees, Accomplishments and Licenses and Certifications

- D. Only Previous Employment and Degrees
- E. Only Previous Employment, Degrees and Areas of Study

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 9

Your recruiting team is comprised of recruiting coordinators, recruiters and sourcers, in addition to the hiring manager. When defining Hiring Teams on the requisition, where do recruiting coordinators and sourcers belong?

- A. As specialists
- B. As coordinators
- C. As collaborators
- D. As recruiters

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 10

When creating questions to be used In an application, which two types of questions will you be able to use?

- A. Prescreening Questions
- B. Position Questions
- C. Disqualification Questions
- D. Talent Profile Skills Questions
- E. Interview Feedback Questions

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 11

How many background check vendors can you activate at any point in time?

- A. Two, but they must be used in different job requisitions
- B. a single partner
- C. Unlimited, but only one per jobrequisition
- D. unlimited, and different partners can be used within a single job requisition

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 12

You may create as many Candidate Selection Processes (CSP) as you need. What is the traditional workflow for a CSP?

- A. New, Prescreen, Testing, Background Check, Interview, Offer, HR
- B. New, Screening, Interview, Offer, Background Check, HR
- C. New, Interview, Assessments, Offer, Hire
- D. New, Prescreen, Test, Interview, Background Check, Offer, Hire
- E. New,Screening, Interview & Selection, Offer, HR

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 13

What does Clicking the +Add button inside a candidate pool result in?

- A. allows you to create a new candidate and add them to the pool
- B. allows you to both search for candidates and add to the pool or create a new candidate and add them to the pool
- C. allows you to search and add a candidate to the pool
- D. allows you to add an internal candidate to the pool

Answer: **C** ([LEAVE A REPLY](#))

NEW QUESTION: 14

When an external candidate is hired, where do their attached documents go?

- A. as attachments in the Talent Profile
- B. into Documents of Record (DoR)
- C. they do not carry over to the worker
- D. as attachments on the person record

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

Which tool would you use to remove the mandatory attribute from the phone number and/or email when creating a candidate?

- A. BI Publisher
- B. Fast Formula
- C. HDL Loader
- D. Transaction Design Studio

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 16

When designing a campaign email, what can you add?

- A. Text, images, dynamic job lists, and custom buttons
- B. Text, images, videos, custom buttons and dynamic job lists
- C. Text, galleries, video, and recommendations
- D. Text, images, custom buttons, dynamic job lists and HTML content

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 17

Where are Workflow Event alerts configured?

- A. In BI Publisher
- B. In Content Manager
- C. In OTBI
- D. They are not configurable.
- E. In Alerts Composer

Answer: (SHOW ANSWER)

NEW QUESTION: 18

You are creating a candidate selection process and wish to add phases. Which two statements are correct?

- A. You can add phases between the Offer phase and the HR phase.
- B. You can add phases before the Offer phase.
- C. You can add phases after the HR phase.
- D. You can add phases conditionally based state within the HR phase.
- E. You can add phases conditionally based on organizational context.

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 19

Which new filter is now available as a result of the Convert Prospectation?

- A. Candidate Application
- B. Application Source
- C. Source Candidate
- D. Candidate Application Job Source

Answer: (SHOW ANSWER)

Explanation

<https://docs.oracle.com/en/cloud/saas/talent-management/20c/faush/prospects-and-candidates.html#FAUSH2323>

NEW QUESTION: 20

You want to alter scores on a pre-screening question. Which step would you perform first to achievethis?

- A. Set all scores to zero.
- B. Remove all existing scores.
- C. Edit the question.

D. Delete the original question.

Answer: ([SHOW ANSWER](#))

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