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Oracle 1Z0-1069-24

Oracle Recruiting Cloud 2024 Implementation Professional

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Oracle 1Z0-1069-24 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Configuring Job Opening: This section of the exam measures the skills of a Recruiting Manager and covers how to create and manage job openings in Oracle Recruiting Cloud. It involves setting up job details, defining position requirements, and ensuring that job postings align with the organization's hiring needs and compliance standards. The configuration enables recruiters to advertise roles and effectively attract qualified candidates through appropriate channels.
Topic 2	<ul style="list-style-type: none">Managing the Candidate: This section of the exam measures the skills of a Recruiting Manager and covers the management of candidates throughout the recruitment process. It includes tracking candidate status, managing candidate pipelines, and ensuring effective communication. This ensures recruiters can maintain organized, up-to-date candidate records and optimize their workflow from application to offer.
Topic 3	<ul style="list-style-type: none">Using AI Capabilities in Recruiting: This section of the exam measures the skills of a Recruiting Manager and covers how to integrate and utilize Oracle's AI tools within the recruiting process. It focuses on leveraging artificial intelligence to enhance candidate sourcing, screening, and engagement. The section ensures that recruiters can effectively use AI to streamline workflows, improve candidate matching, and make data-driven hiring decisions.
Topic 4	<ul style="list-style-type: none">Managing General Settings: This section of the exam measures skills of an HR System Administrator and covers the foundational configurations required to set up Oracle Recruiting Cloud. It includes managing basic settings that control the overall system behavior, ensuring alignment with organizational needs.
Topic 5	<ul style="list-style-type: none">Managing the Hire: This section of the exam measures the skills of an HR System Administrator and covers the final steps in the recruitment process, focusing on managing new hires within the Oracle Recruiting Cloud. It involves the setup and management of hiring workflows, ensuring seamless integration with core HR systems. The goal is to ensure that once a candidate is selected, the transition to employee status is smooth and compliant with organizational policies.

Oracle Recruiting Cloud 2024 Implementation Professional Sample Questions (Q86-Q91):

NEW QUESTION # 86

An organization plans to configure the recruiting setting Duplicate Check in Move to HR to check for duplicates in Recruiting when moving an external candidate into the HR Phase. For which person types can it configure this setting?

- A. Only Employees and All Nonworkers
- B. All worker types
- C. Employees and Contingent Workers
- D. All person types and Only person types supported in recruiting

Answer: C

Explanation:

The Duplicate Check in Move to HR can be configured for Employees and Contingent Workers.

Step-by-Step Solution:

- * Go to Recruiting and Candidate Experience Management.
- * Access the Move to HR settings.
- * Enable Duplicate Check and select person types: Employees and Contingent Workers.
- * Save and test by moving a candidate to HR.

Oracle Recruiting Cloud supports duplicate checks for Employees (permanent staff) and Contingent Workers (temporary staff) during the Move to HR phase, as these are common worker types in HCM. Other person types (e.g., retirees) aren't typically supported here. Reference: Oracle Recruiting Cloud Configuration Guide, Move to HR Settings section.

NEW QUESTION # 87

After implementing the Oracle HCM Base Cloud Service in order to begin configuring Oracle Recruiting Cloud which task needs be done?

- A. Generate an HDL Export of User Types.
- B. Enable Recruiting and Candidate Experience Offering.
- C. Configure Users and Roles to include Recruiter role.
- D. Create an application.
- E. Enable Functional Setup Manager.

Answer: E

NEW QUESTION # 88

Your administrator defined a condition to prevent moving job applications when a background check is initiated. This means that while a background check request is in progress, applications cannot move to a different phase or state. Until when will this be in force?

- A. Until the results of the background check have been reviewed by the administrator
- B. Until the background check results are received
- C. Until the administrator has removed the condition
- D. Until an offer has been extended to the candidate

Answer: A

Explanation:

The condition remains in force until the results of the background check have been reviewed by the administrator.

Step-by-Step Solution:

- * Set up the condition in Candidate Selection Process Configuration.
- * Initiate a background check for a job application.
- * Attempt to move the application (blocked until review).
- * Review the results to lift the restriction.

Oracle Recruiting Cloud enforces such conditions until an administrative review ensures compliance or completion, aligning with standard background check workflows. Reference: Oracle Recruiting Cloud Configuration Guide, Background Check Conditions section.

NEW QUESTION # 89

An organization has decided to use a modified recruiting role for their sourcing team. You will use the seeded recruiter role as the basis for this new job role. Which role will you use?

- A. GSE_IRC_RECRUITER_JOB
- B. ORA_IRC_RECRUITER_REQUISITIONS_JOB
- C. ORA_IRC_RECRUITER_JOB
- D. ORC_RECRUITER_DATA

Answer: C

Explanation:

The role to use is ORA_IRC_RECRUITER_JOB.

Step-by-Step Solution:

- * Navigate to Security Console in Oracle HCM Cloud.
- * Search for the seeded role ORA_IRC_RECRUITER_JOB (standard Recruiter role).
- * Copy this role to create a custom role for the sourcing team.
- * Modify privileges as needed and assign to users.

ORA_IRC_RECRUITER_JOB is the seeded Recruiter role in Oracle Recruiting Cloud (IRC = Internal Recruiting Cloud), providing a foundation for recruiting tasks. Other options are either incorrect or not standard seeded roles. Reference: Oracle HCM Cloud Security Guide, Recruiting Roles section.

NEW QUESTION # 90

Which task should you complete first in order to create pipeline job requisitions or pipeline requisition templates?

- A. Create Candidate Selection Process of type Pipeline
- B. Add the Pipeline Requisition action in HCM Experience Design Studio
- C. Enable Pipeline type job requisitions in the Recruiting and Candidate Experience Management work area

Answer: C

Explanation:

The first task is to enable Pipeline type job requisitions in the Recruiting and Candidate Experience Management work area.

Step-by-Step Solution:

- * Access the Recruiting and Candidate Experience Management work area.
- * Go to the recruiting settings or configuration section.
- * Enable the Pipeline requisition type option.
- * Save and proceed to create pipeline requisitions or templates.

Enabling Pipeline type requisitions is the prerequisite step in Oracle Recruiting Cloud to support pipeline hiring (proactive talent pooling), unlocking related features like templates and processes. Reference: Oracle Recruiting Cloud Configuration Guide, Pipeline Requisitions section.

NEW QUESTION # 91

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