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Oracle Recruiting Cloud 2024 Implementation Professional Sample Questions (Q90-Q95):

NEW QUESTION # 90

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_HIRE_OFFER_TEAM_DEF

- C. ORA_IRC_COLLABORATOR_RESP_TYPE
- D. IRC_ORA_COLLAB_HIRE_OFFER_RESP_TYPE

Answer: A

NEW QUESTION # 91

The Administrator of your recruiting organization wants to create a new active interview feedback questionnaire, for use by the hiring team when interviewing candidates. Create a Questionnaire based upon the Questionnaire Template you created prior, where:

- * Name is "Sales Specialist Hiring Manager Interview Feedback"
- * Folder is Interview Feedback
- * Questionnaire code is "SS_HIRING_MANAGER_INTERVIEW"

Answer:

Explanation:

See the complete solution below.

Explanation:

This is a configuration task requiring the creation of a new interview feedback questionnaire in Oracle Recruiting Cloud, leveraging the "Hiring Manager Interview Feedback" template from Question No: 2. Below is the detailed step-by-step solution.

Step-by-Step Solution:

Step 1: Log in to Oracle HCM Cloud

Action: Log in to your Oracle HCM Cloud environment with administrative privileges (e.g., a Recruiting Administrator role with setup permissions).

Navigation: Access the Oracle HCM Cloud homepage via your organization's URL (e.g., <https://yourdomain.oraclecloud.com>).

Details: Ensure you're in the correct environment (e.g., Test or Production) and have sandbox access if testing is required.

Step 2: Navigate to Recruiting and Candidate Experience Management

Action: Access the Recruiting and Candidate Experience Management work area.

Navigation: From the homepage, click Navigator (hamburger menu) > Setup and Maintenance > Search for "Recruiting and Candidate Experience Management" in the Tasks panel > Click the link to open the work area.

Details: This work area provides access to recruiting configuration tasks, including questionnaire management.

Step 3: Access the Manage Questionnaires Task

Action: Open the task to manage questionnaires (distinct from questionnaire templates).

Navigation: In the Recruiting and Candidate Experience Management work area, search for and select the task "Manage Questionnaires" (or "Manage Recruiting Questionnaires" depending on the UI version).

Details: This task allows you to create specific questionnaires based on templates, which can then be attached to job requisitions or interview processes.

Step 4: Create a New Questionnaire

Action: Start the process to add a new questionnaire.

Navigation: On the Manage Questionnaires page, click the "+" icon or "Create" button to initiate a new questionnaire.

Details: A new questionnaire form will appear where you can define its properties.

Step 5: Define General Questionnaire Details

Action: Enter the required details for the questionnaire.

Fields to Fill:

Name: Enter "Sales Specialist Hiring Manager Interview Feedback" (exact match).

Code: Enter "SS_HIRING_MANAGER_INTERVIEW" (exact match, no spaces, case-sensitive).

Status: Set to "Active" (to make it immediately available for use by the hiring team).

Folder: Select or type "Interview Feedback" (see Step 6 for folder details).

Details: These fields identify the questionnaire and ensure it meets the task's specifications. The code must be unique across all questionnaires.

Step 6: Assign to the Interview Feedback Folder

Action: Place the questionnaire in the "Interview Feedback" folder.

Navigation: In the questionnaire form, locate the "Folder" field (may be a dropdown or text input).

Fields to Fill:

If "Interview Feedback" exists: Select it from the dropdown.

If it doesn't exist:

Click "Manage Folders" or a similar option (if available).

Click "+" to create a new folder.

Name: "Interview Feedback"

Save and return to the questionnaire form.

Select "Interview Feedback" from the dropdown.

Details: Folders organize questionnaires for easier management. "Interview Feedback" aligns with the questionnaire's purpose and the task requirement.

Step 7: Base the Questionnaire on the Prior Template

Action: Link the questionnaire to the "Hiring Manager Interview Feedback" template created in Question No: 2.

Navigation: In the questionnaire form, find the "Template" or "Based On" field.

Fields to Fill:

Template: Search for and select "Hiring Manager Interview Feedback" (ID:

HIRING_MANAGER_INTERVIEW_FEEDBACK).

Details: This pulls in the structure (e.g., instructions: "Please complete all questions, basing your responses on the interview") and any questions from the template, ensuring consistency. Since the template is unscored and typed as Interview Feedback, the new questionnaire inherits these properties.

Step 8: Verify Questionnaire Properties

Action: Confirm the inherited and configured properties.

Navigation: Review the form after selecting the template:

Type: Should display "Interview Feedback" (inherited from template).

Scoring: Should be unscored (no rating model, inherited from template).

Instructions: Should show "Please complete all questions, basing your responses on the interview" (inherited from template).

Questions: If questions were added to the template (e.g., communication skills, strengths), they'll appear here; if not, the questionnaire is empty but still valid.

Details: The task doesn't require modifying the template's content, so the inherited setup suffices unless specific Sales Specialist questions are implied (not specified).

Step 9: Customize Questions (Optional but Contextual)

Action: Optionally tailor questions for Sales Specialist roles (recommended for practicality).

Navigation: In the questionnaire form, go to the "Questions" or "Content" section > Click "Add Question" or edit existing ones.

Example Questions (if adding):

Question Text: "How well did the candidate demonstrate sales negotiation skills?" Type: Single Choice (e.g., Excellent, Good, Fair, Poor) or Text.

Question Text: "What specific sales experience did the candidate highlight?" Type: Text.

Question Text: "Would you recommend this candidate for a Sales Specialist role?" Type: Text.

Details: Since the task doesn't mandate new questions, you can rely on the template's content. Adding Sales-specific questions enhances relevance for the hiring team but isn't required.

Step 10: Save and Validate the Questionnaire

Action: Save the questionnaire and verify its setup.

Navigation: Click "Save" or "Save and Close" at the bottom of the form.

Validation: Reopen the questionnaire from the Manage Questionnaires page to confirm:

Name: Sales Specialist Hiring Manager Interview Feedback

Code: SS_HIRING_MANAGER_INTERVIEW

Folder: Interview Feedback

Status: Active

Template: Hiring Manager Interview Feedback

Type: Interview Feedback

Scoring: Unscored

Instructions: Please complete all questions, basing your responses on the interview Step 11: Test the Questionnaire Action: Test the questionnaire by attaching it to an interview in a job requisition.

Navigation:

Go to My Client Groups > Recruiting > Job Requisitions.

Open an existing requisition or create a new one (e.g., for a Sales Specialist role).

Move a candidate to the Interview phase in the Candidate Selection Process.

Schedule an interview:

Go to Interviews tab > Click "Schedule Interview".

In the interview setup, select "Sales Specialist Hiring Manager Interview Feedback" from the Questionnaire dropdown.

Assign the interview to a hiring team member (e.g., a test user with Hiring Manager privileges).

Log in as the hiring team member (or use a test account).

Access the interview feedback task via My Tasks or the candidate's profile > Complete the questionnaire.

Verification:

Confirm the name "Sales Specialist Hiring Manager Interview Feedback" appears.

Check that instructions display: "Please complete all questions, basing your responses on the interview." Answer the questions (inherited or added) and submit; ensure no scores are calculated.

Verify the feedback is recorded in the candidate's profile under the Interview phase.

Step 12: Deploy Changes (If in Sandbox)

Action: If configured in a sandbox, publish the changes to production.

Navigation: Go to Sandboxes > Select your sandbox > Click "Publish".

Details: This ensures the questionnaire is available for the hiring team in the live environment.

Exact Extract Explanation:

In Oracle Recruiting Cloud, questionnaires are specific instances built from templates, tailored for use in processes like interviews.

This task requires:

Based on Prior Template: Uses "Hiring Manager Interview Feedback" (ID:

HIRING_MANAGER_INTERVIEW_FEEDBACK) from Question No: 2, inheriting its unscored, interview feedback properties and instructions.

Active Status: Ensures immediate usability by the hiring team.

Specific Name and Code: "Sales Specialist Hiring Manager Interview Feedback" and

"SS_HIRING_MANAGER_INTERVIEW" identify it uniquely for Sales-related interviews.

Folder: "Interview Feedback" organizes it logically with similar questionnaires.

The Manage Questionnaires task in the Recruiting and Candidate Experience Management work area is the tool for this setup, distinct from the template creation task. Testing via a requisition confirms its functionality for the hiring team. Reference: Oracle Recruiting Cloud Configuration Guide, Chapter on Managing Questionnaires; Oracle Recruiting Cloud User Guide, Interview Feedback Configuration section.

NEW QUESTION # 92

When recruiting users create job requisitions, they can define a workplace for the job. Which three workplace options are available on a requisition, from which only one can be selected?

- A. On-Site, Hybrid, or Remote
- B. On-Location, Hybrid/Remote, or Full Remote
- C. On-Site, Off-Site, or Hybrid
- D. On-Site, Hybrid, or Rotating

Answer: A

Explanation:

The three workplace options available on a requisition are On-Site, Hybrid, or Remote, and only one can be selected.

Step-by-Step Solution:

- * During requisition creation, navigate to the workplace section.
- * Select from the dropdown list of predefined options: On-Site, Hybrid, or Remote.
- * Ensure only one option is chosen as per the system's single-select constraint.
- * Save the requisition to apply the selected workplace type.

Oracle Recruiting Cloud standardizes workplace options as On-Site (fully in-office), Hybrid (mix of in-office and remote), and Remote (fully off-site) to reflect modern work arrangements. These are the delivered values in the requisition setup, and the system enforces a single selection. Other options like Off-Site or Rotating are not standard terminology in this context. Reference: Oracle Recruiting Cloud Requisition Configuration Guide, Workplace Options section.

NEW QUESTION # 93

An organization wants to use video conferencing for second-level interviews with candidates. Which is the correct path for adding this interaction type?

- A. Tools > Transaction Console > Recruiting Maintenance > CSP Configurations
- B. Setup and Maintenance > Recruiting and Candidate Experience > Candidate Experience > Configure Recruiting Interaction Categories
- C. Setup and Maintenance > Recruiting and Candidate Experience > Recruiting and Candidate Experience Management > Configure Recruiting Interaction Categories
- D. Tools > Transaction Console > Configure Recruiting Interaction Categories

Answer: C

NEW QUESTION # 94

The organization would like to use LinkedIn Integration for candidates to upload information based on their LinkedIn Profile. Which path leads to the proper setting?

- A. Tools > Scheduled Processes > LinkedIn Profile Integration
- B. Setup and Maintenance > Recruiting and Candidate Management > Recruiting and Candidate Management > Talent Profile Management > LinkedIn Integration
- C. Setup and Maintenance > Recruiting and Candidate Experience Management > Recruiting and Candidate Experience Management > Recruiting Category Provisioning and Configuration
- D. Setup and Maintenance > Recruiting and Candidate Experience Management > LinkedIn Profile Configuration

Answer: C

NEW QUESTION # 95

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