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## Oracle 1Z0-1069-24 Exam Syllabus Topics:

| Topic | Details |
|---|---|
| Topic 1 | • 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 | • 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. |

| | |
|---|---|
| Topic 3 | • 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. |

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## Oracle Recruiting Cloud 2024 Implementation Professional Sample Questions (Q37-Q42):

**NEW QUESTION # 37**
The recruiting process life cycle includes, but is not limited to, which participant roles?

- A. Recruiter, Hiring Manager, Matrix Manager
- B. Managers
- C. Collaborators, Matrix Manager, Content
- D. Sourcer, Recruiter, HR Specialist

**Answer: D**

Explanation:
The recruiting process life cycle includes participant roles such as Sourcer, Recruiter, HR Specialist.
Step-by-Step Solution:
* Review the recruiting process in Oracle Recruiting Cloud.
* Identify key roles involved: Sourcer (finds candidates), Recruiter (manages hiring), HRSpecialist (handles HR transitions).
* Confirm these roles align with the candidate selection process phases.
Oracle Recruiting Cloud defines a lifecycle with distinct roles: Sourcers identify talent, Recruiters manage requisitions and applications, and HR Specialists facilitate onboarding or HR phases. Other roles like Managers or Matrix Managers may participate but aren't core lifecycle roles. Reference: Oracle Recruiting Cloud User Guide, Recruiting Process Roles section.

**NEW QUESTION # 38**
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 collaborators
- B. As specialists
- C. As coordinators
- D. As recruiters

**Answer: D**

**NEW QUESTION # 39**
Which tool would you use to add or remove the Required attribute from the Education Level or Job Type when creating a requisition?

- A. Fast Formula
- B. BI Publisher
- C. HDL Loader

- D. Transaction Design Studio

**Answer: D**

Explanation:
The correct tool to add or remove the Required attribute from fields like Education Level or Job Type when creating a requisition isTransaction Design Studio. This tool allows administrators to customize the requisition creation process by modifying field properties, such as making them required or optional, without needing custom code or data uploads.
Step-by-Step Solution:
* Navigate to the HCM Experience Design Studio.
* Select the Transaction Design Studio option.
* Choose the Recruiting-related transaction (e.g., "Create Job Requisition").
* Locate the fields (Education Level or Job Type) in the configuration settings.
* Adjust the "Required" attribute by enabling or disabling it as needed.
* Save and test the changes in a sandbox environment before deploying.
Transaction Design Studio is Oracle's tool for tailoring user interface behavior in HCM Cloud, including Recruiting. It allows fine-grained control over field properties like required status, visibility, and default values in transactions such as requisition creation. Fast Formula is used for business logic and rules, BI Publisher for reporting and document generation, and HDL Loader for bulk data imports-none of which directly address field attribute changes in the UI. Reference: Oracle HCM Cloud Recruiting Configuration documentation, Transaction Design Studio section.

**NEW QUESTION # 40**
Does every candidate have to receive the same offer letter?

- A. No, you can create an offer letter from scratch during the offer creation process
- B. Yes, although the structured tokens are dynamic based on each offer's values
- C. Yes, but content may be added during the offer creation process
- D. No, you can choose any template from the Content Library, and then add some free text and attachments

**Answer: D**

Explanation:
No, you can choose any template from the Content Library, and then add some free text and attachments.
Step-by-Step Solution:
* Move a candidate to the Offer phase in a requisition.
* Select an offer letter template from the Recruiting Content Library.
* Customize it by adding free text and attachments specific to the candidate.
* Generate and send the offer letter.
Oracle Recruiting Cloud allows flexibility in offer letters: recruiters can select from multiple templates in the Content Library and personalize them with free text and attachments, ensuring candidates don't all receive identical letters. Tokens dynamically populate data, but the base content can vary. Reference: Oracle Recruiting Cloud Offer Management Guide, Offer Letter Customization section.

**NEW QUESTION # 41**
After implementing the Oracle HCM Base Cloud Service in order to begin configuring Oracle Recruiting Cloud which task needs be done?

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

**Answer: C**

**NEW QUESTION # 42**
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