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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"><li>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.</li></ul>

Topic 2	<ul style="list-style-type: none"> <li>• <b>Configuring Job Opening:</b> 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• <b>Managing the Hire:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Configuring Sourcing:</b> This section of the exam measures the skills of a Recruiting Manager and covers setting up and optimizing sourcing strategies within Oracle Recruiting Cloud. It includes configuring internal and external sourcing channels to attract top talent. The section ensures that recruiters can effectively reach qualified candidates through job boards, social media, referrals, and talent pools.</li> </ul>

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## Oracle Recruiting Cloud 2024 Implementation Professional Sample Questions (Q75-Q80):

### NEW QUESTION # 75

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. Create an application.
- C. Generate an HDL Export of User Types.
- **D. Enable Functional Setup Manager.**
- E. Configure Users and Roles to include Recruiter role.

**Answer: D**

### NEW QUESTION # 76

Where do you load the offer letter template for recruiters to use when they create offer letters?

- **A. In the Recruiting Content Library**
- B. In Alerts Composer
- C. In the candidate selection process Offer phase
- D. In an OTBI Dashboard

**Answer: A**

Explanation:

Offer letter templates are loaded in the Recruiting Content Library.

Step-by-Step Solution:

\* Go to Recruiting and Candidate Experience Management.

\* Open the Recruiting Content Library.

\* Upload the offer letter template (e.g., RTF file with tokens).

\* Associate it with the Offer phase for recruiter use.

The Recruiting Content Library stores templates like offer letters, making them accessible during the offer creation process. Other options (OTBI, Alerts Composer) are unrelated to template storage. Reference: Oracle Recruiting Cloud Content Library Guide, Offer Letter Templates section.

#### NEW QUESTION # 77

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

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

**Answer: D**

#### NEW QUESTION # 78

Which type of file is the Sample Data Model file that supplies the tokens for job offer letters?

- A. RTF
- B. SAML
- C. PDF
- D. XML

**Answer: D**

Explanation:

The Sample Data Model file that supplies tokens for job offer letters is an XML file. XML is used in Oracle Recruiting to define structured data models, including tokens for dynamic content in offer letters.

Step-by-Step Solution:

\* Access the BI Publisher tool in Oracle HCM Cloud.

\* Navigate to the Data Models section.

\* Locate or create the data model for job offer letters.

\* Download the sample file, which will be in XML format, containing placeholders (tokens) for fields like candidate name, job title, etc.

\* Use this XML file to map tokens to the offer letter template.

In Oracle Recruiting, job offer letters are generated using BI Publisher, which relies on XML-based data models to supply dynamic tokens (e.g., \${CANDIDATE\_NAME}). SAML is a security protocol, PDF is a static document format, and RTF is a rich text format for templates but not the data model itself. XML is the standard for defining structured data in this context. Reference: Oracle Recruiting Cloud BI Publisher and Offer Letter Configuration Guide.

#### NEW QUESTION # 79

Your organization needs to create an active, single-choice, scored disqualification question for external candidates, to be used by recruiting users in job application questionnaires for jobs in the Accounting job family.

The rating model should be Yes/No with a Yes score of 10.

**Answer:**

Explanation:

See the complete solution below.

Explanation:

This is a configuration task requiring the creation of a disqualification question in Oracle Recruiting Cloud.

Below is the detailed step-by-step solution to accomplish this.

Step-by-Step Solution:

Step 1: Log in to Oracle HCM Cloud

\* Action: Log in to your Oracle HCM Cloud environment using an account with administrative privileges (e.g., a Recruiting Administrator role like ORA\_IRC\_RECRUITER\_JOB with additional 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: Go to 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 question management.

Step 3: Access the Manage Questions Task

- \* Action: Open the task to manage recruiting questions.
- \* Navigation: In the Recruiting and Candidate Experience Management work area, search for and select the task "Manage Questions" (or "Manage Recruiting Questions" depending on the UI version).
- \* Details: This task allows you to create and edit questions used in job application questionnaires.

Step 4: Create a New Question

- \* Action: Start the process to add a new question.
- \* Navigation: In the Manage Questions page, click the "+" icon or "Create" button to initiate a new question.
- \* Details: A new question form will appear where you can define its properties.

Step 5: Define General Question Details

- \* Action: Enter the basic details for the question.
- \* Fields to Fill:
  - \* Name: Enter a unique name, e.g., "Accounting Experience Disqualification."
  - \* Code: Assign a unique code, e.g., "ACCT\_EXP\_DISQ" (must be alphanumeric, no spaces).
  - \* Status: Set to "Active" (to ensure it's available for use).
  - \* Question Text: Enter the question, e.g., "Do you have at least 2 years of accounting experience?"
  - \* Description: (Optional) Add a note, e.g., "Disqualification question for Accounting job family."
  - \* Details: The question text should be clear and relevant to the Accounting job family, prompting a Yes/No response.

Step 6: Set the Question Type and Response Options

- \* Action: Configure the question as single-choice with Yes/No options.
- \* Navigation: In the question form, locate the "Type" or "Response Type" field.
- \* Fields to Fill:
  - \* Type: Select "Single Choice" from the dropdown (ensures only one answer can be selected).
  - \* Responses: Click "Add Response" or similar to define options:
    - \* Response 1: "Yes"
    - \* Response 2: "No"
  - \* Details: Single-choice restricts candidates to one selection, aligning with the Yes/No requirement.

Step 7: Configure the Rating Model (Scoring)

- \* Action: Assign a Yes/No rating model with a Yes score of 10.
- \* Navigation: Scroll to the "Scoring" or "Rating Model" section in the question form.
- \* Fields to Fill:
  - \* Scored Question: Check the box to enable scoring (e.g., "Is this a scored question? Yes").
  - \* Rating Model: Select or create a Yes/No rating model:
    - \* If "Yes/No" exists, select it.
    - \* If not, click "Manage Rating Models" (may open in a new window):
      - \* Click "+" to create a new rating model.
      - \* Name: "YesNo10"
      - \* Type: "Proficiency" or "Score-based" (depending on system options).
      - \* Add ratings:
        - \* "Yes" with Score: 10
        - \* "No" with Score: 0
      - \* Save and return to the question form, then select "YesNo10."
      - \* Details: The Yes score of 10 meets the requirement, with No defaulting to 0 unless otherwise specified.

Step 8: Set as a Disqualification Question

  - \* Action: Mark the question as a disqualification question.
  - \* Navigation: In the question form, find the "Disqualification" section or checkbox.
  - \* Fields to Fill:
    - \* Disqualification Question: Check the box (e.g., "Is this a disqualification question? Yes").
    - \* Disqualification Logic: Set "No" as the disqualifying answer (e.g., "Disqualify if answer is No").
    - \* Details: This ensures candidates answering "No" are disqualified, aligning with the task's intent.

Step 9: Restrict to External Candidates

  - \* Action: Limit the question to external candidates.
  - \* Navigation: Look for the "Audience" or "Candidate Type" section in the question form.
  - \* Fields to Fill:

- \* Candidate Type: Select "External" (ensures it applies only to external candidates, not internal).
  - \* Details: This restricts the question's use to external job applications.
- Step 10: Associate with Accounting Job Family
- \* Action: Link the question to the Accounting job family.
  - \* Navigation: In the question form, find the "Context" or "Usage" section.
  - \* Fields to Fill:
  - \* Job Family: Select "Accounting" from the dropdown (assumes Accounting is predefined; if not, ensure it's set up in Job Family configuration first).

- \* Details: This ensures the question is available for job application questionnaires tied to Accounting jobs.

Step 11: Save and Validate the Question

- \* Action: Save the question and verify its setup.
- \* Navigation: Click "Save" or "Save and Close" at the bottom of the form.
- \* Validation: Reopen the question to confirm.
- \* Status: Active
- \* Type: Single Choice
- \* Responses: Yes/No
- \* Scoring: Yes = 10, No = 0
- \* Disqualification: Yes, with "No" as disqualifying
- \* Audience: External
- \* Job Family: Accounting

Step 12: Test the Question in a Job Application

- \* Action: Test the question by adding it to a job requisition questionnaire.
- \* Navigation:
- \* Go to My Client Groups > Recruiting > Job Requisitions.
- \* Create or edit a requisition in the Accounting job family.
- \* In the requisition, navigate to the "Questionnaire" tab.
- \* Click "Add Question" > Search for "Accounting Experience Disqualification" > Add it.
- \* Save the requisition and publish it.
- \* Log in as an external candidate (or use a test account) and apply via the career site.
- \* Verification:
- \* See the question "Do you have at least 2 years of accounting experience?"
- \* Select "No" and submit; confirm disqualification occurs (e.g., application rejected or flagged).
- \* Select "Yes" and submit; confirm application proceeds with a score of 10.

Step 13: Deploy Changes (If in Sandbox)

- \* Action: If configured in a sandbox, publish the changes.
- \* Navigation: Go to Sandboxes > Select your sandbox > Click "Publish".
- \* Details: This makes the question available in the production environment.

Exact Extract Explanation:

In Oracle Recruiting Cloud, disqualification questions filter out unsuitable candidates early in the process.

This task requires:

- \* Active Status: Ensures immediate usability.
- \* Single Choice: Limits to one answer (Yes/No).
- \* Scored: Assigns a score (Yes = 10) for evaluation.
- \* Disqualification: "No" eliminates candidates lacking Accounting experience.
- \* External Candidates: Targets only external applicants.
- \* Accounting Job Family: Restricts usage to relevant jobs. The Yes/No rating model with a Yes score of 10 is configured via the rating model setup, and the question is tied to the Accounting job family through context settings. The Manage Questions task in the Recruiting and Candidate Experience Management work area is the central hub for this configuration, with testing conducted via a sample requisition. Reference: Oracle Recruiting Cloud Configuration Guide, Chapter on Managing Questions and Questionnaires; Oracle Recruiting Cloud User Guide, Disqualification Questions section.

## NEW QUESTION # 80

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