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Oracle Recruiting Cloud 2024 Implementation Professional Sample Questions (Q14-Q19):

NEW QUESTION # 14

A hiring manager needs to get an idea of how long it might take to fill a job vacancy so that they can plan for a project. Which feature would be most suitable to assist with this request?

- A. Time to Hire
- B. Job Requisition Fulfillment
- C. Estimated Vacancy Time

Answer: A

Explanation:

The most suitable feature is Time to Hire, which provides metrics on the duration from requisition creation to candidate hire.

Step-by-Step Solution:

- * Access the Recruiting Analytics dashboard.
- * Select the Time to Hire report or metric.
- * Filter by relevant requisitions or job types to estimate duration.
- * Share the data with the hiring manager for planning.

Time to Hire is a standard recruiting metric in Oracle HCM Cloud, measuring the time from requisition posting to hire acceptance, ideal for planning purposes. Other options like Estimated Vacancy Time are not standard features. Reference: Oracle Recruiting Cloud Analytics Guide, Time to Hire section.

NEW QUESTION # 15

How many reason groups can be selected for a state within a phase?

- A. Up to 10
- B. 0
- C. Up to 5
- D. There is no limit

Answer: D

NEW QUESTION # 16

What Is the context information defined for a candidate selection process used for?

- A. Define which Offer Team is associated with the requisition
- B. Define which Hiring Team is associated with the requisition
- C. Define for which candidates this process can be used
- D. Define for which job requisitions this process can be used

Answer: D

NEW QUESTION # 17

An organization Is in the Initial stages of adding new locations in Canada to the geography hierarchy. The changes are slated for the end of the year. Which two statuses can be used for this geography hierarchy?

- A. Draft
- B. Future
- C. Active
- D. Current
- E. Ended

Answer: C,D

NEW QUESTION # 18

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

- A. Set all scores to zero.
- B. Delete the original question.
- **C. Edit the question.**
- D. Remove all existing scores.

Answer: C

NEW QUESTION # 19

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