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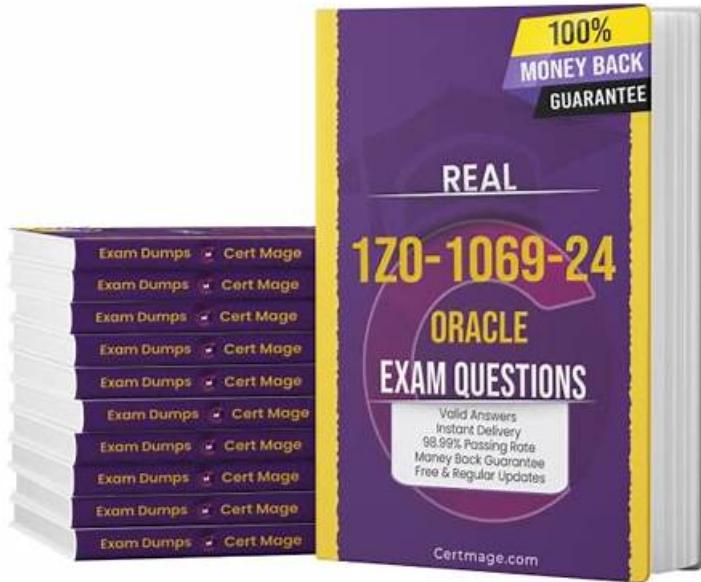

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In the case of studying with outdated Oracle Recruiting Cloud 2024 Implementation Professional (1Z0-1069-24) practice questions, you will fail and lose your resources. PracticeMaterial made an 1Z0-1069-24 Questions for the students so that they don't get confused to prepare for 1Z0-1069-24 Certification Exam successfully in a short time. PracticeMaterial has designed the real 1Z0-1069-24 exam dumps after consulting many professionals and receiving positive feedback.

Oracle 1Z0-1069-24 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• 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 3	• 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 4	• Configuring Sourcing: 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.

Oracle Recruiting Cloud 2024 Implementation Professional Sample Questions (Q38-Q43):

NEW QUESTION # 38

Which privilege enables a recruiter to merge duplicate candidates?

- A. IRC_PERFORM_MERGE_PRIV
- B. IRC_DUPLICATE_CHECK_PRIV
- C. IRC_PERFORM_CANDIDATE_DUPLICATE_CHECK_AND_MERGE_PRIV
- D. IRC_MERGE_AND_DUPLICATE_CHECK_PRIV

Answer: C

NEW QUESTION # 39

Functional Setup Manager (FSM) provides an integrated, end-to-end applications setup and administration process. In what order are the tasks completed?

- A. Opt-in, Setup, Deploy, Plan
- B. Deploy, Opt-in, Setup, Maintain, Plan
- C. Opt-in, Deploy, Maintain, Plan
- D. Opt-in, Setup, Deploy, Maintain, Plan
- E. Opt-in, Setup, Maintain, Plan

Answer: A

NEW QUESTION # 40

Create an unscored interview feedback Questionnaire Template, where:
* Questionnaire Template ID is HIRING_MANAGER_INTERVIEW_FEEDBACK
* Name is "Hiring Manager Interview Feedback"
* Description is "Generic template for basis of Hiring Manager interview feedback questionnaires"
* Instructions is "Please complete all questions, basing your responses on the interview"

Answer:

Explanation:

See the complete solution below.

Explanation:

This is a configuration task requiring the creation of an unscored interview feedback Questionnaire Template 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 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, clickNavigator(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 is the hub for recruiting configuration tasks, including questionnaire management.

Step 3: Access the Manage Questionnaire Templates Task

* Action:Open the task to manage questionnaire templates.

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

* Details:This task allows you to create and edit questionnaire templates used in recruiting processes, such as interview feedback.

Step 4: Create a New Questionnaire Template

* Action:Initiate the creation of a new questionnaire template.

* Navigation:On the Manage Questionnaire Templates page, click the"+"icon or"Create"button to start a new template.

* Details:A new questionnaire template form will open for configuration.

Step 5: Define General Template Details

* Action:Enter the required details for the questionnaire template.

* Fields to Fill:

* Questionnaire Template ID:Enter "HIRING_MANAGER_INTERVIEW_FEEDBACK" (exact match, no spaces, case-sensitive).

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

* Description:Enter "Generic template for basis of Hiring Manager interview feedback questionnaires" (exact match).

* Instructions:Enter "Please complete all questions, basing your responses on the interview" (exact match).

* Status:Set to"Active"(to make it immediately available for use).

* Details:These fields define the template's identity and purpose. The ID must be unique, and the name, description, and instructions should match the task requirements precisely.

Step 6: Set the Questionnaire Type to Interview Feedback

* Action:Specify that this is an interview feedback template.

* Navigation:In the template form, locate the"Type"or"Questionnaire Type"field.

* Fields to Fill:

* Type:Select"Interview Feedback"from the dropdown (ensures it's used for gathering feedback post-interview).

* Details:This classification aligns the template with the interview process, distinguishing it from other types like prescreening or offer questionnaires.

Step 7: Configure as Unscored

* Action:Ensure the questionnaire is unscored (no scoring model applied).

* Navigation:Scroll to the"Scoring"or"Rating Model"section in the template form.

* Fields to Fill:

* Scored Questionnaire:Leave unchecked or set to"No"(e.g., "Is this a scored questionnaire? No").

* Rating Model:Leave blank or ensure no rating model is selected.

* Details:The task specifies "unscored," meaning responses won't be numerically evaluated-feedback will be qualitative or free-form.

Step 8: Add Questions to the Template (Optional but Recommended)

* Action:Add sample questions to make the template functional (though not explicitly required, it's practical for usability).

* Navigation:In the template form, find the"Questions"or"Content"section > Click"Add Question".

* Example Questions:

* Question Text:"How would you rate the candidate's communication skills?"

* Type:Single Choice (e.g., Excellent, Good, Fair, Poor) or Text (free-form).

* Question Text:"What are the candidate's key strengths observed during the interview?"

* Type:Text (allows open-ended response).

* Question Text:"Would you recommend this candidate for the role? Why or why not?"

* Type:Text.

* Details:Since it's unscored, avoid assigning scores to responses. Questions should align with hiring manager feedback needs. You can skip this step if the task only requires the template shell, but adding questions ensures it's ready for use.

Step 9: Set the Audience (Optional Configuration)

* Action:Optionally restrict the template to Hiring Managers (recommended for context).
* Navigation:Look for an"Audience"or"Role"section in the template form (availability depends on system configuration).
* Fields to Fill:
* Role:Select"Hiring Manager"(if available) to target this template to hiring managers.
* Details:This step isn't explicitly required but aligns with the template's purpose. If no such option exists, the template will be available to all recruiting users by default.

Step 10: Save and Validate the Template

* Action:Save the template and verify its configuration.
* Navigation:Click"Save"or"Save and Close"at the bottom of the form.
* Validation:Reopen the template from the Manage Questionnaire Templates page to confirm:
* ID:HIRING_MANAGER_INTERVIEW_FEEDBACK
* Name:Hiring Manager Interview Feedback
* Description:Generic template for basis of Hiring Manager interview feedback questionnaires
* Instructions:Please complete all questions, basing your responses on the interview
* Type:Interview Feedback
* Scoring:Unscored (no rating model)
* Status:Active

Step 11: Test the Questionnaire Template

* Action:Test the template by associating it with an interview in a job requisition.
* Navigation:
* Go toMy Client Groups>Recruiting>Job Requisitions.
* Open an existing requisition or create a new one (e.g., for a test job).
* Move a candidate to theInterviewphase in the Candidate Selection Process.
* Schedule an interview:
* Go toInterviewstab > Click"Schedule Interview".
* In the interview setup, select"Hiring Manager Interview Feedback"from the Questionnaire Template dropdown.
* Assign the interview to a hiring manager (use a test user if needed).
* Log in as the hiring manager (or use a test account).
* Access the interview feedback task viaMy Tasksor the candidate's profile > Complete the questionnaire.
* Verification:
* Confirm the instructions display: "Please complete all questions, basing your responses on the interview."
* Answer the questions (if added) and submit; ensure no scores are calculated.
* Check that the feedback is recorded in the candidate's profile.

Step 12: Deploy Changes (If in Sandbox)

* Action:If configured in a sandbox, publish the changes to production.
* Navigation:Go toSandboxes> Select your sandbox > Click"Publish".
* Details:This step ensures the template is available in the live environment for recruiting users.

Exact Extract Explanation:

In Oracle Recruiting Cloud, Questionnaire Templates are used to standardize data collection, such as interview feedback from hiring managers. This task requires:

* Unscored:No rating model is applied, making it qualitative feedback rather than a scored evaluation.
* Interview Feedback Type:Classifies the template for use in the interview phase, distinct from prescreening or offer questionnaires.
* Specific ID and Name:Ensures uniqueness and clarity
(HIRING_MANAGER_INTERVIEW_FEEDBACK and "Hiring Manager Interview Feedback").
* Description and Instructions:Provides context and guidance for users, meeting the exact text requirements.The Manage Questionnaire Templates task in the Recruiting and Candidate Experience Management work area is the primary tool for this setup. Questions can be added to make the template functional, though the task focuses on the template's shell. Testing via a requisition confirms its usability by hiring managers. Reference: Oracle Recruiting CloudConfiguration Guide, Chapter on Managing Questionnaire Templates; Oracle Recruiting Cloud User Guide, Interview Feedback 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. Create an application.
- E. Generate an HDL Export of User Types.

Answer: C

NEW QUESTION # 42
You are planning your Candidate Selection Process (CSP) phases and states and want to have some phases restricted. Which two options identify when can this restriction occur?

- A. A state which is placed after an unrestricted phase
- B. A phase which is placed after a restricted phase
- C. A phase placed between the Offer and HR phases
- D. The first phase of the process
- E. The last phase of the process

Answer: B,E

NEW QUESTION # 43
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