

Free PDF Quiz 2025 1Z0-1069-24: Useful Latest Oracle Recruiting Cloud 2024 Implementation Professional Exam Pdf



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Oracle 1Z0-1069-24 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	Managing the Candidate: This section of the exam measures the skills of a Recruiting Manager and covers the management of candidates throughout the recruitment process. It includes tracking candidate status, managing candidate pipelines, and ensuring effective communication. This ensures recruiters can maintain organized, up-to-date candidate records and optimize their workflow from application to offer.

Topic 3	• 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.
Topic 4	• 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 5	• 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.

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Oracle Recruiting Cloud 2024 Implementation Professional Sample Questions (Q49-Q54):

NEW QUESTION # 49

What criteria can be used to filter Jobs visible on the career site?

- A. Location, Language & Job Category
- B. Organization, Location & Language
- **C. Location, Organization, Job Category, & Job Function**
- D. Hiring Type, Location, Language & Organization

Answer: C

NEW QUESTION # 50

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 # 51

The final content for an Offer Letter must be uploaded to the Content Manager using which file type?

- A. PDF
- B. ZIP
- C. HTML
- D. RTF
- E. XML

Answer: E

NEW QUESTION # 52

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 # 53

You are creating a candidate selection process and wish to add phases. Which two statements are correct?

- A. You can add phases before the Offer phase.
- B. You can add phases conditionally based state within the HR phase.
- C. You can add phases conditionally based on organizational context.
- **D. You can add phases after the HR phase.**
- **E. You can add phases between the Offer phase and the HR phase.**

Answer: D,E

NEW QUESTION # 54

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