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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	• 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	• 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 4	• 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.

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Oracle Recruiting Cloud 2024 Implementation Professional Sample Questions (Q24-Q29):

NEW QUESTION # 24
What Information populates the Talent Profile once an external candidate Is hired?

- A. the candidate resume and all attachments
- B. the offer letter and the candidate resume
- C. all attached documents
- D. the candidate resume and recruiting content sections

Answer: C

NEW QUESTION # 25
Recruiting organizations can now approve job offers using the Approvals work area that has been re-created in the Redwood toolset Visual Builder Studio (VBS). What types of approvals are included in this new work area?

- A. All approval tasks
- B. Only job offer approvals
- C. Only approvals related to Recruiting

Answer: A

Explanation:
The new Approvals work area in the Redwood toolset includes all approval tasks, not just those specific to recruiting or job offers.
Step-by-Step Solution:
* Ensure Redwood is enabled (via profile options, see Question 2).
* Navigate to the Approvals work area in Oracle HCM Cloud.
* Verify that various approval tasks (e.g., job offers, requisitions, promotions) are visible.
* Test the approval process for a job offer to confirm functionality.

The Approvals work area, rebuilt in Redwood using Visual Builder Studio, is a centralized hub for all HCM approval tasks, not limited to recruiting. This reflects Oracle's unified Redwood UX strategy, enhancing usability across modules. Reference: Oracle HCM Cloud Approvals Configuration Guide, Redwood Approvals Work Area section.

NEW QUESTION # 26

The organization has decided to push background checks during the Candidate Selection Process (CSP). Where can you define the various background check triggers for a candidate application?

- A. in the job application flow or any phase or state
- B. in any state of the CSP except within job offer and HR phases
- C. in any phase or state of the CSP
- D. in any state of the CSP

Answer: A

NEW QUESTION # 27

An organization has decided to use a modified recruiting role for their sourcing team. You will use the seeded recruiter role as the basis for this new job role. Which role will you use?

- A. GSE_IRC_RECRUITER_JOB
- B. ORA_IRC_RECRUITER_REQUISITIONS_JOB
- C. ORA_IRC_RECRUITER_JOB
- D. ORC_RECRUITER_DATA

Answer: C

Explanation:
The role to use isORA_IRC_RECRUITER_JOB.
Step-by-Step Solution:
* Navigate to Security Console in Oracle HCM Cloud.
* Search for the seeded role ORA_IRC_RECRUITER_JOB (standard Recruiter role).
* Copy this role to create a custom role for the sourcing team.
* Modify privileges as needed and assign to users.
ORA_IRC_RECRUITER_JOB is the seeded Recruiter role in Oracle Recruiting Cloud (IRC = Internal Recruiting Cloud), providing a foundation for recruiting tasks. Other options are either incorrect or not standard seeded roles. Reference: Oracle HCM Cloud Security Guide, Recruiting Roles section.

NEW QUESTION # 28

An organization configures to allow for candidates with withdrawn job applications to reapply. Which condition must be met for this to happen?

- A. The job application must be accepted by the recruiter
- B. The job application must be in the New, To Be Reviewed phase/state when withdrawn
- C. The job application must be in any phase before the Offer phase
- D. The candidate must provide a reason for the withdrawal and reapplication

Answer: C

Explanation:
The condition is thatthe job application must be in any phase before the Offer phasefor candidates to reapply after withdrawal.
Step-by-Step Solution:
* Configure the recruiting settings to allow reapplication post-withdrawal.
* Ensure the job application is withdrawn before reaching the Offer phase.
* Verify that the candidate can reapply via the career site or job application flow.
Oracle Recruiting Cloud allows reapplication if the withdrawal occurs before the Offer phase (e.g., New, Screening, Interview), as post-offer withdrawals typically finalize the process. Earlier phases remain open for reapplication per standard configuration.
Reference: Oracle Recruiting Cloud Candidate Management Guide, Withdrawal and Reapplication section.

NEW QUESTION # 29

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