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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 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 3	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 4	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 (Q88-Q93):

NEW QUESTION # 88

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 # 89

When setting up job requisition template type For Jobs, the Job Family and Job Function fields are not available for use on the template. What is the reason for this?

- A. These fields must be added by the recruiter when the requisition is created
- B. These fields are not available for job postings
- C. Job-based requisition templates don't include fields for which information is available from the job
- D. These fields must be manually enabled by using Transaction Design Studio

Answer: C

Explanation:

The reason is that Job-based requisition templates don't include fields for which information is available from the job.

Step-by-Step Solution:

* Create a Job-based requisition template in Oracle Recruiting Cloud.

* Review the available fields in the template setup.

* Note that Job Family and Job Function are absent because they are predefined in the job definition linked to the template.

* Confirm this by checking the job's details, which auto-populate these fields in the requisition.

In Oracle Recruiting Cloud, Job-based requisition templates leverage existing job definitions, which already include Job Family and Job Function. Including these fields in the template would be redundant, so they are excluded by design. Reference: Oracle Recruiting Cloud Requisition Template Guide, Job-Based Templates section.

NEW QUESTION # 90

The hiring and offering teams are, by default, made up of recruiters, hiring managers and collaborators. Which lookup type allows you to expand these to include sourcers, interview teams and coordinators?

- A. IRC_ORA_HIRE_OFFER_TEAM_DEF
- **B. ORA_IRC_HIRING_TEAM_COLLAB_TYPE**
- C. IRC_ORA_COLLAB_HIRE_OFFER_RESP_TYPE
- D. ORA_IRC_COLLABORATOR_RESP_TYPE

Answer: B

NEW QUESTION # 91

How many background check vendors can you activate at any point in time?

- A. a single partner
- B. Unlimited, but only one per job requisition
- C. Two, but they must be used in different job requisitions
- **D. unlimited, and different partners can be used within a single job requisition**

Answer: D

NEW QUESTION # 92

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

Answer: A

Explanation:

The condition is that the job application must be in any phase before the Offer phase for 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 # 93

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