Oracle
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Oracle Recruiting Cloud 2024 Implementation Professional

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Topic 1, Multiple Choice Questions

Question: 1

Which tool would you use to add or remove the Required attribute from the Education Level or Job Type when creating a requisition?

A. Fast Formula
B. BI Publisher
C. Transaction Design Studio
D. HDL Loader

Answer: C

Explanation:
The correct tool to add or remove the Required attribute from fields like Education Level or Job Type when creating a requisition is Transaction Design Studio. This tool allows administrators to customize the requisition creation process by modifying field properties, such as making them required or optional, without needing custom code or data uploads.
Step-by-Step Solution:
Navigate to the HCM Experience Design Studio.
Select the Transaction Design Studio option.
Choose the Recruiting-related transaction (e.g., "Create Job Requisition").
Locate the fields (Education Level or Job Type) in the configuration settings.
Adjust the "Required" attribute by enabling or disabling it as needed.
Save and test the changes in a sandbox environment before deploying.
Transaction Design Studio is Oracle's tool for tailoring user interface behavior in HCM Cloud, including Recruiting. It allows fine-grained control over field properties like required status, visibility, and default values in transactions such as requisition creation. Fast Formula is used for business logic and rules, BI Publisher for reporting and document generation, and HDL Loader for bulk data imports—none of which directly address field attribute changes in the UI. Reference: Oracle HCM Cloud Recruiting Configuration documentation, Transaction Design Studio section.

Question: 2

Many of the new Redwood Recruiting pages must be enabled before they are available for use by organizations. Which is the primary step used to enable these pages?

A. Set corresponding administrator profile values to "Y" or "Yes".
B. Enable the new Redwood offering in the Setup and Maintenance work area.
C. Create an SR with Oracle to enable Redwood pages.

Explanation:
The primary step to enable Redwood Recruiting pages is to set corresponding administrator profile values to "Y" or "Yes". This activates the Redwood experience by toggling specific profile options in the system.
Step-by-Step Solution:
Go to Setup and Maintenance in Oracle HCM Cloud.
Search for the "Manage Administrator Profile Values" task.
Locate the profile options related to Redwood Recruiting pages (e.g., ORA_HCM_REDWOD_ENABLED or similar).
Set the value to "Y" or "Yes" at the appropriate level (site, user, etc.).
Save the changes and verify that the Redwood pages are accessible.
Redwood pages are part of Oracle's modern UX framework, and enabling them typically involves adjusting profile options rather than a full offering setup or an SR (service request). The profile value approach is standard for enabling optional UI features in Oracle HCM Cloud, ensuring flexibility and control. The Setup and Maintenance work area is used for broader configurations, but the specific toggle for Redwood is via profile options. Reference: Oracle Recruiting Cloud Redwood Experience Enablement Guide.

Question: 3

Which type of file is the Sample Data Model file that supplies the tokens for job offer letters?

A. SAML
B. XML
C. PDF
D. RTF

Explanation:
The Sample Data Model file that supplies tokens for job offer letters is an XML file. XML is used in Oracle Recruiting to define structured data models, including tokens for dynamic content in offer letters.
Step-by-Step Solution:
Access the BI Publisher tool in Oracle HCM Cloud.
Navigate to the Data Models section.
Locate or create the data model for job offer letters.
Download the sample file, which will be in XML format, containing placeholders (tokens) for fields like candidate name, job title, etc.
Use this XML file to map tokens to the offer letter template.
In Oracle Recruiting, job offer letters are generated using BI Publisher, which relies on XML-based data models to supply dynamic tokens (e.g., ${CANDIDATE_NAME}). SAML is a security protocol, PDF is a static document format, and RTF is a rich text format for templates but not the data model itself. XML is the standard for defining structured data in this context. Reference: Oracle Recruiting Cloud BI Publisher

and Offer Letter Configuration Guide.

Question: 4

When recruiting users create job requisitions, they can define a workplace for the job. Which three workplace options are available on a requisition, from which only one can be selected?

A. On-Site, Off-Site, or Hybrid
B. On-Site, Hybrid, or Remote
C. On-Location, Hybrid/Remote, or Full Remote
D. On-Site, Hybrid, or Rotating

Answer: B

Explanation:
The three workplace options available on a requisition are On-Site, Hybrid, or Remote, and only one can be selected.
Step-by-Step Solution:
During requisition creation, navigate to the workplace section.
Select from the dropdown list of predefined options: On-Site, Hybrid, or Remote.
Ensure only one option is chosen as per the system's single-select constraint.
Save the requisition to apply the selected workplace type.
Oracle Recruiting Cloud standardizes workplace options as On-Site (fully in-office), Hybrid (mix of inoffice and remote), and Remote (fully off-site) to reflect modern work arrangements. These are the delivered values in the requisition setup, and the system enforces a single selection. Other options like Off-Site or Rotating are not standard terminology in this context. Reference: Oracle Recruiting Cloud Requisition Configuration Guide, Workplace Options section.

Question: 5

An organization wants to review the recruiting features that are enabled, their associated settings, the profile options to enable the features and the value of these profile options, and metrics on the required processes scheduled. How would they accomplish this task?

A. Create a custom report through the OTBI tool
B. Run the Recruiting Feature Configuration Report
C. Create an SR with Oracle
D. Access the completed task list via Functional Setup Manager

Answer: B

Explanation:
The best way to accomplish this task is to run the Recruiting Feature Configuration Report, which provides a comprehensive overview of enabled features, settings, profile options, and process metrics.

Step-by-Step Solution:
Navigate to the Reports and Analytics work area in Oracle HCM Cloud.
Search for the "Recruiting Feature Configuration Report."
Schedule or run the report immediately.
Review the output, which includes feature statuses, profile option values, and scheduled process metrics.
Export the report for further analysis if needed.
The Recruiting Feature Configuration Report is a delivered report in Oracle Recruiting Cloud designed specifically to audit and summarize recruiting configurations, including enabled features, profile options (e.g., ORA_IRC_ settings), and process details. OTBI is for custom analytics, an SR is for support requests, and Functional Setup Manager tracks setup tasks but not runtime metrics. Reference: Oracle Recruiting Cloud Reporting Guide, Recruiting Feature Configuration Report section.

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