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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q58-Q63):

### NEW QUESTION # 58

What triggers the country-specific overrides on an Application template?

- A. The country/region field used for candidate search filters in the Job Requisition template
- **B. The derived country field in the Job Requisition template**
- C. The country of the candidate captured in the Candidate Profile template
- D. The country of the candidate captured in the Application template

**Answer: B**

Explanation:

In the Application template, country-specific overrides are triggered based on the derived country field in the Job Requisition template. This field determines the location of the job and thereby activates any corresponding country-specific fields or configuration set in the application template.

\* Define Derived Country Field in Job Requisition Template:

\* The derived country field is specified in the Job Requisition template, allowing the system to determine which country-specific settings to apply.

\* Activate Country-Specific Overrides:

\* Once the derived country is identified, any predefined fields or layout adjustments for that country in the Application template are triggered.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Country-Specific Overrides in Application Templates.

Explanation of Incorrect Options:

Option A and Option C: These options refer to fields in the Application and Candidate Profile templates, which do not trigger country overrides for the application itself.

Option D: The candidate search filters do not control overrides in the application template.

### NEW QUESTION # 59

Which of the following location object data will populate into the job posting details when using the Map to Location Foundation Object field completion rule for Location in Recruiting Posting? Note: There are 3 correct answers to this question.

- A. Postcode
- B. State/Province
- C. Language
- D. Country/Region
- E. Location

**Answer: A,D,E**

### NEW QUESTION # 60

Which SMS messages are tracked on the correspondence audit trail within the candidate summary page? Note: There are 2 correct answers to this question.

- A. Requisition-triggered SMS notifications
- B. Status-triggered SMS notifications
- C. SMS responses from the candidate
- D. Ad-hoc SMS notifications

**Answer: B,D**

### NEW QUESTION # 61

A user wants to start a Recruiting Posting job posting. What must occur before the posting process can begin?

Note: There are 3 correct answers to this question.

- A. The position must be posted to the external Career Site.
- B. A job board configuration must be validated for the job board.
- C. At least one posting profile must be associated to the Recruiting user.
- D. The Manage Recruiting Posting permission must be activated.
- E. The Recruiting user must be assigned to one Recruiting Posting group.

**Answer: B,C,D**

Explanation:

Before a Recruiting Posting job posting can begin, certain prerequisites must be in place to ensure that the user has the necessary configuration and access:

\* Posting Profile Association (Option A):

\* The Recruiting user must have at least one posting profile associated with them. Posting profiles define job board configurations and access rights, linking the user to specific posting options.

\* Job Board Configuration Validation (Option C):

\* Each job board used in Recruiting Posting requires proper configuration, including access credentials and other necessary data, to allow successful job posting.

\* Manage Recruiting Posting Permission (Option E):

\* The Manage Recruiting Posting permission must be enabled for the user, allowing them to initiate and manage job postings across job boards.

: SAP SuccessFactors Recruiting Posting Implementation Guide - Prerequisites for Job Posting.

Explanation of Incorrect Options:

Option B: Posting to an external career site is not a prerequisite for using Recruiting Posting.

Option D: Assigning a Recruiting Posting group is not a requirement to begin the posting process, although it can be used for organizational purposes.

## NEW QUESTION # 62

Which templates can be linked to the Offer Details template? Note: There are 2 correct answers to this question.

- A. Candidate Profile template
- B. Job Requisition template
- C. Succession template
- D. Candidate Application template

**Answer: B,D**

Explanation:

In SAP SuccessFactors Recruiting, the Offer Details template can link to the Job Requisition template and Candidate Application template. This linkage helps populate offer details based on requisition and candidate-specific data.

Job Requisition Template (Option B):

The offer details can draw job-specific information from the requisition template, such as job title and compensation.

Candidate Application Template (Option C):

Data from the candidate's application can also be included, allowing personalized offer content based on the candidate's information.

Reference:

Explanation of Incorrect Options:

Option A - Candidate Profile template: This template is separate and does not directly link with the Offer Details template.

Option D - Succession template: This is used in SAP SuccessFactors Succession Planning, not Recruiting.

## NEW QUESTION # 63

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