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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q43-Q48):

NEW QUESTION # 43

Where do you grant a user access to Recruiting E-mail Templates?

- A. In Provisioning → Managing Recruiting
- B. In Provisioning → Company Settings
- C. In Admin Center → Manage Permission Roles
- D. In Admin Center → Manage Recruiting Settings

Answer: C

Explanation:

To grant a user access to Recruiting Email Templates, permissions must be assigned via Manage Permission Roles in Admin Center. Permissions control which users or roles can access, view, and manage recruiting email templates.

Steps to Grant Access:

Go to Admin Center > Manage Permission Roles.

Select the role for which you want to grant access to email templates.

In the role permissions, navigate to Recruiting Permissions and check the option for Manage Recruiting Email Templates.

Save the changes to apply the permissions.

Reference:

Explanation of Incorrect Options:

Option A - In Provisioning → Company Settings: Provisioning is used primarily for backend configurations and system setup, but it does not directly control user access permissions to email templates.

Option B - In Admin Center → Manage Recruiting Settings: This area allows configuration of recruiting-related settings but does not control user-specific permissions.

Option C - In Provisioning → Managing Recruiting: Provisioning is not where user access to recruiting email templates is configured.

NEW QUESTION # 44

What token should be used to direct a candidate to an online offer?

- A. `[[APPLICATION_PAGE_URL]]`
- B. `[[CAREER_SITE_URL]]`
- C. `[[CANDIDATE_OFFER_URL]]`
- D. `[[LOGIN_URL]]`

Answer: C

Explanation:

The `[[CANDIDATE_OFFER_URL]]` token is used to direct a candidate to view their offer online in SAP SuccessFactors. When included in an email template, this token generates a link that directs the candidate to the online offer letter or offer acceptance page.

* Steps to Use:

* Insert the token `[[CANDIDATE_OFFER_URL]]` in the offer email template to ensure candidates can directly access their online offer.

: SAP SuccessFactors Recruiting Management Implementation Guide - Tokens for Offer Letters and Offer Emails.

Explanation of Incorrect Options:

Option B - `[[LOGIN_URL]]`: This token directs to the general login page, not the specific offer.

Option C - `[[APPLICATION_PAGE_URL]]`: This token is for accessing the application page, not the offer.

Option D - `[[CAREER_SITE_URL]]`: This token directs to the career site rather than the specific offer.

NEW QUESTION # 45

You need to allow candidates to search for jobs in a specific country. What do you need to do?

- A. Configure a background element and map it to the Succession Data Model.
- B. Configure the derived country field and add it as a filter on the Internal and External Search settings.
- **C. Configure a filter field and add it to the Internal and External Search settings.**
- D. Configure the country field on the application template to allow candidates to search for jobs in their country.

Answer: C

NEW QUESTION # 46

When creating multi-stage application permission blocks which of the following must be defined in the permission? Note: There are 2 correct answers to this question.

- A. Status label
- **B. Operator**
- C. Applicant type
- **D. Permission type (read or write)**

Answer: B,D

Explanation:

In multi-stage application settings, each permission block must define certain elements to control access for different stages of the application process:

Operator (Option A):

The operator refers to users involved in the recruiting process, such as hiring managers, recruiters, and approvers. Each permission block must define the operator to specify who has access to the application stage.

Steps:

Go to Admin Center > Manage Recruiting Roles.

Configure each operator's access to the relevant stage.

Reference:

Permission Type (read or write) (Option C):

Each permission block must also specify the type of access—either read or write—allowing you to control who can view or edit application information at a given stage.

Steps:

In the Application Template XML, define the read/write access for each stage and operator.

Explanation of Incorrect Options:

Option B: Applicant type does not need to be specified in each permission block; permissions are applied based on stages and roles.

Option D: Status labels are not required in permission blocks; they are typically used for candidate status tracking.

NEW QUESTION # 47

A Recruiter CANNOT see the status "Phone Screening".

Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The status "Phone Screening" is set as "hidden" in the Application template.
- **B. The status "Phone Screening" is NOT set as Visible by the Recruiter.**
- **C. The status "Phone Screening" is NOT enabled in the Talent Pipeline.**
- D. The status "Phone Screening" is NOT enabled in the Job Requisition template.

Answer: B,C

Explanation:

If a recruiter cannot see the "Phone Screening" status, it could be due to the following reasons:

* Status Not Enabled in the Talent Pipeline (Option A): The Talent Pipeline is configured to control the visibility and sequence of application statuses. If "Phone Screening" is not enabled in the Talent Pipeline, it will not appear in the recruiting workflow.

* Status Not Visible to the Recruiter (Option D): Visibility settings control who can view each status. If

"Phone Screening" is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.

* Steps to Check:

* Go to Admin Center > Edit Applicant Status Configuration and ensure that "Phone Screening" is enabled in the pipeline and set as visible to the recruiter role.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Talent Pipeline and Status Visibility.

Explanation of Incorrect Options:

Option B - Status in Job Requisition Template: Status visibility is configured in the Talent Pipeline, not the Job Requisition template.

Option C - Hidden in Application Template: Statuses are not managed within the Application template; they are controlled in the Talent Pipeline.

NEW QUESTION # 48

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