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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q26-Q31):

NEW QUESTION # 26
How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

- A. Set the permissions to write or read for each field.
- B. Define the permissions in the Role-Based Permissions section in the Admin Center.
- C. Permission the J role for each field.
- D. Add the operators for each permission block.
- E. Assign a permission to a field for each status (pre-approved approved and closed).

Answer: A,D,E

Explanation:
In SAP SuccessFactors Recruiting, defining permissions for job requisition fields involves several key steps to ensure that the right

users have the necessary read or write access for each field:
Assign Permission for Each Status (Option A):
Different statuses in the requisition lifecycle (pre-approved, approved, and closed) may require distinct permissions for fields.
Add Operators for Each Permission Block (Option B):
Define operators (e.g., recruiter, hiring manager) for each permission block, determining who can view or edit fields.
Set Write or Read Permissions (Option D):
Specify the level of access-either read or write-for each field based on the roles and statuses.
Reference:
Explanation of Incorrect Options:
Option C - Permission the J role: Permissions are assigned by field and operator, not a single role.
Option E - Role-Based Permissions in Admin Center: Job requisition field permissions are typically configured within the Job Requisition Data Model XML, not directly in Role-Based Permissions.

NEW QUESTION # 27

In Admin Center where would you configure the e-mail template that is associated with the requisition route map?

- A. Manage Recruiting Settings
- B. Manage Recruiting Groups
- C. E-mail Template Notification Settings
- D. Manage Offer Letter Template

Answer: C

Explanation:
To configure an email template associated with a requisition route map in SAP SuccessFactors Recruiting, administrators must use the E-mail Template Notification Settings. This is where email templates tied to various actions in the recruiting process, including requisition approval workflows (route maps), are managed and assigned.
* Steps to Configure:
* Go to Admin Center > E-mail Template Notification Settings.
* Within this section, locate the templates associated with requisition events or requisition route maps.
* Customize or assign the appropriate email template based on the route map stage or approval action for requisitions.
: SAP SuccessFactors Recruiting Management Implementation Guide - Requisition Route Map and Email Notifications sections.
Explanation of Incorrect Options:
Option A - Manage Recruiting Groups: This option is used to define recruiting groups for managing permissions across recruiting users, not for configuring email templates.
Option B - Manage Recruiting Settings: This setting allows configuration of general recruiting preferences but does not manage specific email templates.
Option C - Manage Offer Letter Template: This option is used exclusively for configuring offer letter templates, not requisition-related emails.

NEW QUESTION # 28

What is the purpose of the interviewGuide field on the Job Requisition template?

Solution:
The correct answer is **D. To upload standard operating procedures for conducting an interview**.

On SAP's Learning site under *Configuring Interviews*, it specifies that the **interviewGuide** field must be added above the Comments section in the Job Requisition Data Model template and will enable users to upload interview guidelines or procedures into Interview Central.

Reference : https://learning.sap.com/

- A. To allow the hiring manager to send a message to the interviewers
- B. To allow interviewers to invite a candidate to join Interview Central in order to conduct an interview

- C. Offer
- D. To upload standard operating procedures for conductingan interview
- E. To provide candidates with logistics information for an interview

Answer: D

NEW QUESTION # 29

Which step is required to connect an Application template to the Job Requisition template?

- A. Connect the templates in Form Template Settings.
- B. Map the <application-status-set > in the Job Requisition template.
- C. Configure a new Application template with a new << template-name>.
- D. Map the application template name in the Job Requisition template.

Answer: D

Explanation:
To connect an Application template to a Job Requisition template, you must map the name of the application template in the Job Requisition template. This configuration ensures that the requisition is correctly associated with the application template, allowing applicants to complete the correct application form.
* Define the Application Template Name in the Job Requisition XML:
* Open the Job Requisition XML template and locate the section where the application template name is referenced.
* Use the application-template-name field to link the correct application template.
* Save and Deploy the Configuration:
* Ensure the updated XML file is correctly uploaded to the system to activate the connection.
: SAP SuccessFactors Recruiting Management Implementation Guide - Application and Job Requisition Template Integration.

NEW QUESTION # 30

If you want to create and send an offer to your candidate which of the following feature permissions do you enable? Note: There are 2 correct answers to this question.

- A. Background Check
- B. Offer Letter
- C. Interview Assessment
- D. Offer Approval

Answer: B,D

Explanation:
To create and send an offer to a candidate in SAP SuccessFactors Recruiting, the permissions for Offer Approval and Offer Letter must be enabled. These permissions allow the recruiter to initiate the offer process, complete any required approvals, and generate the offer letter for the candidate.
* Offer Approval (Option A):This permission enables the process of approving the offer, ensuring all necessary approvals are in place before the offer is sent to the candidate.
* Offer Letter (Option C):This permission allows the recruiter to create and generate the offer letter document, which is then sent to the candidate.
* Steps to Configure:
* Go to Admin Center > Manage Permission Roles.
* Assign the Offer Approval and Offer Letter permissions to the appropriate user roles.
: SAP SuccessFactors Recruiting Management Implementation Guide - Offer Approval and Offer Letter Permissions.
Explanation of Incorrect Options:
Option B - Background Check: Background checks are related to candidate vetting, not the offer creation or approval process.
Option D - Interview Assessment: Interview assessment permissions are used for evaluating candidates, not for creating or sending offers.

NEW QUESTION # 31

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