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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q64-Q69):

NEW QUESTION # 64

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

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

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 # 65

The (S) Sourcer operator has a field permission taken away but the V operator gives permission to that field.

The (S) Sourcer is an approver in the Route Map. What is the result?

- A. The V permission overrides the taken away S permission.
- B. The V permission is irrelevant in this situation.
- C. It depends on the order in which the permissions were configured.
- D. The V permission causes the S permission to only allow for reporting of the field in questions .

Answer: A

NEW QUESTION # 66

Which of the following are characteristics of standard e-mail notification templates? Note: There are 2 correct answers to this question.

- A. Some templates are shared with other modules.
- B. All standard templates are enabled by default.
- C. Standard templates can be deleted in Provisioning.
- D. Some templates are predefined for Recruiting.

Answer: A,D

Explanation:

Standard email templates in SAP SuccessFactors have the following characteristics:

* Shared with Other Modules (Option B): Some email templates are designed for use across multiple SAP SuccessFactors modules, such as Onboarding or Employee Central, and can be shared to streamline communication workflows.

: SAP SuccessFactors Email Templates Guide - Shared and Multi-Module Templates.

Predefined for Recruiting (Option C): SAP SuccessFactors provides a set of predefined templates tailored specifically for recruiting. These templates support common recruiting actions, such as interview scheduling and application submission acknowledgments.

Reference: SAP SuccessFactors Recruiting Management Implementation Guide - Standard Email Templates.

Explanation of Incorrect Options:

Option A - Standard templates can be deleted in Provisioning: Standard templates cannot typically be deleted. They can be deactivated but remain in the system.

Option D - All standard templates are enabled by default: Not all templates are enabled by default; administrators must selectively enable and configure templates as needed.

NEW QUESTION # 67

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

- A. Assign a permission to a field for each status (pre-approved approved and closed).

- 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. Set the permissions to write or read for each field.**

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 # 68

What permission must be assigned to a user so the user can post a job through Recruiting Posting?

- A. Recruiting Posting
- B. OData API Job Requisition Create
- C. OData API Job Requisition Export
- **D. Manage Recruiting Posting**

Answer: D

Explanation:

In SAP SuccessFactors, the Manage Recruiting Posting permission is required to enable a user to post jobs through Recruiting Posting. This permission grants access to the necessary tools and functionalities within the Recruiting Posting module.

* Assigning Permissions:

* Go to Admin Center > Manage Permission Roles and assign the Manage Recruiting Posting permission to the relevant user role to enable job posting capabilities.

: SAP SuccessFactors Recruiting Posting Configuration Guide - User Permissions for Job Posting

Explanation of Incorrect Options:

Option A (Recruiting Posting): This is not a standalone permission in the system.

Options C and D (OData API permissions): These permissions relate to API access and do not enable direct posting capabilities.

NEW QUESTION # 69

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