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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Latest Material Can Help You Save Much Time - RealValidExam

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q41-Q46):

NEW QUESTION # 41
A customer would like a certain field to be displayed to ALL candidates on the application regardless of the country of the job the candidate is applying for. In order for this to happen which configuration is required?

- A. The field must be included in the field attribute overrides.
- B. The field must be permissioned to the Candidate operator in the Application XML.
- C. The field must be configured in the Candidate Profile.
- D. The field must be defined as public=true.

Answer: C

NEW QUESTION # 42
A customer would like their Recruiters to be able to access different fields on the candidate's application during the different statuses

of the Talent Pipeline. Which of the following feature allows this option?

- A. Late-stage applications
- B. Configure multiple Job Requisition templates
- C. Single-stage applications
- D. Multi-stage applications

Answer: A,D

Explanation:
Multi-stage applications allow recruiters to access different fields on a candidate's application depending on the application status in the Talent Pipeline. This feature provides flexibility to adjust field visibility or edit permissions as a candidate moves through various stages of the hiring process.
Configure Multi-Stage Application Permissions:
Multi-stage application permissions are set in the Application XML or within the Admin Center, allowing specific fields to become accessible or restricted depending on the current status in the pipeline.
Define Stage-Specific Permissions:
In each stage, configure the fields and access permissions based on roles such as Recruiter, Hiring Manager, etc., allowing tailored visibility throughout the recruitment pipeline.

NEW QUESTION # 43
What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- A. An e-mail template needs to be assigned to the e-mail trigger.
- B. The e-mail trigger needs to be enabled in the Job Requisition template.
- C. The e-mail trigger needs to be enabled in the Admin Center.
- D. The J permission needs to be granted in the Candidate Application template.

Answer: A,C

Explanation:
To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:
* Assign an E-mail Template to the E-mail Trigger (Option A):Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.
* Steps:
* Go to Admin Center > Manage Recruiting E-mail Templates.
* Select and configure the email template that matches the trigger you want to activate.
* Assign the template to the relevant email trigger.
: SAP SuccessFactors Recruiting Management Implementation Guide - Setting up Email Triggers and Templates.
Enable the E-mail Trigger in the Admin Center (Option C):Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.
Steps:
Go to Admin Center > E-mail Notification Template Settings.
Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.
Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling E-mail Triggers.
Explanation of Incorrect Options:
Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.
Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

NEW QUESTION # 44
You want to send a candidate an Ad-hoc e-mail but you CANNOT find the e-mail template you have configured. What could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The selected language is NOT correct.
- B. The e-mail is NOT enabled.
- C. The e-mail is NOT linked to the correct e-mail notification template.
- D. The e-mail is NOT assigned to the correct e-mail trigger.

Answer: A,B

Explanation:
In SAP SuccessFactors Recruiting, there are several possible reasons why an email template may not appear in the Ad-hoc email selection. Here's a detailed breakdown of the causes and solutions as per SuccessFactors Recruiting documentation:
* Selected Language is NOT Correct (Option B):SAP SuccessFactors Recruiting offers multi-language support. When configuring email templates, each template can be defined in multiple languages. If a user selects a language for which the email template is not configured, the template will not be visible in the email selection options.
* Steps to Check:
* Go to Admin Center > Manage Recruiting Email Templates.
* Open the desired email template and check if it has content for the language selected by the user.
* Add the required translations for missing languages if needed.
: SAP SuccessFactors Recruiting Management Implementation Guide - Email Template Configuration section.
Email is NOT Enabled (Option C):For an email template to be accessible, it must be enabled in the system.
If the email template has not been enabled, it will not be available for ad-hoc use.
Steps to Enable:
Navigate to Admin Center > Manage Recruiting Email Templates.
Locate the template in question, open its settings, and verify if it is enabled. If it is not, select the option to enable it.
Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling Email Templates.
Explanation of Incorrect Options:
Option A - The email is NOT linked to the correct email notification template:Email notification templates and ad-hoc email templates function independently in SAP SuccessFactors Recruiting. Notification templates are used for automatic notifications triggered by specific actions, while ad-hoc templates are manually selected by users. This separation means that an ad-hoc email template does not need to be linked to a notification template.
Option D - The email is NOT assigned to the correct email trigger:Triggers are primarily used for system- generated notifications based on events, not for ad-hoc emails. Ad-hoc emails do not require a trigger to be visible to users, so this is not a relevant cause.

NEW QUESTION # 45
What permission must be assigned to a user so the user can post a job through Recruiting Posting?

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

Answer: B

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 # 46
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