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SAP CERTIFICATION

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q36-Q41):

NEW QUESTION # 36

You need to set up a route map step where the Hiring Manager reviews a job requisition during the creation process. This hiring manager does NOT necessarily need to be the person who creates the form.

What needs to be configured in the first step of the Route Map? Note: There are 2 correct answers to this question.

- A. The modify step needs to be configured as a single role type.
- B. The Originator role needs to be added to the modify step.
- C. The Hiring Manager (G) needs to be added to the modify step.
- D. The modify step should be configured as an iterative or collaborative step depending on the requirements of the customer.

Answer: C,D

Explanation:

To allow the Hiring Manager to review the job requisition during its creation, the Route Map should be configured as follows:

* Add Hiring Manager (G) to Modify Step (Option B):

* This configuration allows the Hiring Manager to review and, if necessary, modify the job requisition without being the form's creator. Assigning the G role to the modify step grants them this permission.

* Configure as Iterative or Collaborative Step (Option D):

* Set the modify step as collaborative if multiple roles need concurrent access to review, or iterative if each reviewer should access the requisition one after another.

: SAP SuccessFactors Recruiting Management Implementation Guide - Setting Up Modify Steps in Route Maps.

Explanation of Incorrect Options:

Option A: The Originator role would apply only if the creator of the requisition must participate in this modify step.

Option C: Configuring a single role type restricts access to one user, limiting flexibility in a review process that might require multiple reviewers.

NEW QUESTION # 37

Interview Scheduling and Outlook integration are enabled.

How are available time slots for an interview created in the system?

- A. Scheduling Populated from the Outlook calendar of the interviewer
- B. Entered by the interviewer into Interview
- C. Populated from the Career Portal of the interviewer
- D. Entered by the interviewer into Interview Central

Answer: A

Explanation:

When interview scheduling and Outlook integration are enabled, available time slots are automatically populated from the interviewer's Outlook calendar, allowing the recruiting team to view and select suitable time slots for interviews.

* Steps to Configure:

* Ensure that Outlook integration for interview scheduling is enabled in Admin Center > Manage Recruiting Settings.

* The system will sync with the interviewer's Outlook calendar to display available slots.

: SAP SuccessFactors Recruiting Management Interview Scheduling Guide - Outlook Calendar Integration.

Explanation of Incorrect Options:

Option A - Career Portal: The interviewer's availability is not populated from the career portal.

Option B - Interview Central: This centralizes interview management but does not directly enter time slots.

Option C - Interview: Time slots are not manually entered; they sync with Outlook.

NEW QUESTION # 38

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

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

: SAP SuccessFactors Recruiting Management Implementation Guide - Linking Offer Details with Other Templates.

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 # 39

Who can configure the approval workflow for the offer? Note: There are 2 correct answers to this question.

- A. Users with permissions to Manage Offer Letter Templates in the Admin Center
- **B. Users with permissions to configure the Offer Details template within Manage Recruiting templates**
- C. System admins with permission to "Manage Route maps" in the Admin Center
- **D. Operators with permission to launch the Offer Approval in the respective applicant status if the approval workflow is configured as editable**

Answer: B,D

NEW QUESTION # 40

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

Answer: A

NEW QUESTION # 41

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