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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q47-Q52):

NEW QUESTION # 47
Which fields have a pull-down or "find value" where the values are configured directly in the Job Requisition field definition?

- A. Instruction
- B. Derived
- C. Bool
- D. Enum

Answer: D

Explanation:
In SAP SuccessFactors Recruiting, fields of type Enum (enumeration) are configured with pre-defined options directly in the Job Requisition template's field definition. These options are displayed as a dropdown or pull-down menu in the requisition form.
* Enum Field Type:
* An Enum field allows users to select from a list of values configured directly in the Job Requisition template, providing a user-friendly interface for data entry.
: SAP SuccessFactors Recruiting Management Implementation Guide - Field Types and Enum Field Configuration in Job Requisition Templates.
Explanation of Incorrect Options:

Instruction: This field type is used for informational text rather than a selectable list.
Derived: Derived fields are calculated based on other data, not a dropdown selection.
Bool: Bool fields are for binary options (true/false), not multiple selectable values.

NEW QUESTION # 48

Which of the following attributes can be used when defining fields on the Application XML?
Note: There are 3 correct answers to this question.

- A. visibility
- B. data-field
- C. public
- D. sensitive
- E. anonymize

Answer: C,D,E

NEW QUESTION # 49

How can cascading pre-screening questions be added into a customer's instance?

- A. Recruiting users can create cascading questions manually in their Preferences tab
- B. Directly in the Application XML
- C. Manually in the questions library
- D. Through the pre-screening questions import CSV file

Answer: D

Explanation:
Cascading pre-screening questions, which are questions that adapt based on previous responses, can be added to a customer's SAP SuccessFactors instance through the pre-screening questions import CSV file. This allows administrators to manage complex question setups that dynamically change based on candidate input.
Steps to Configure:
Prepare a CSV file containing the cascading questions and the conditions for each question.
Go to Admin Center > Import Pre-Screening Questions and upload the CSV file.
Reference:
Explanation of Incorrect Options:
Option A - Application XML: Pre-screening questions are not directly added to the Application XML.
Option C - Preferences Tab: Recruiting users cannot create cascading questions manually in their preferences.
Option D - Manually in the Questions Library: Cascading functionality is set up via CSV import, not manually in the question library.

NEW QUESTION # 50

What triggers the country-specific overrides on an Application template?

- A. The derived country field in the Job Requisition template
- B. The country/region field used for candidate search filters in the Job Requisition template
- C. The country of the candidate captured in the Application template
- D. The country of the candidate captured in the Candidate Profile template

Answer: A

Explanation:
In the Application template, country-specific overrides are triggered based on the derived country field in the Job Requisition template. This field determines the location of the job and thereby activates any corresponding country-specific fields or configuration set in the application template.
Define Derived Country Field in Job Requisition Template:
The derived country field is specified in the Job Requisition template, allowing the system to determine which country-specific settings to apply.
Activate Country-Specific Overrides:
Once the derived country is identified, any predefined fields or layout adjustments for that country in the Application template are

triggered.
Reference:
Explanation of Incorrect Options:
Option A and Option C: These options refer to fields in the Application and Candidate Profile templates, which do not trigger country overrides for the application itself.
Option D: The candidate search filters do not control overrides in the application template.

NEW QUESTION # 51

What is the effect of activating the Profile Before Application feature?

- A. A candidate needs to complete their profile before being able to send an application.
- B. A candidate needs to complete their profile before being able to search for a position.
- C. A candidate's application can be admitted late to the selection process.
- D. The registration via LinkedIn on career sites is now available.

Answer: A

Explanation:
When the Profile Before Application feature is activated in SAP SuccessFactors Recruiting, candidates are required to complete their profile information before submitting a job application. This feature ensures that key candidate details are collected upfront, providing recruiters with a more complete candidate profile from the outset.
Candidate Profile Completion Requirement:
Candidates are prompted to fill out their profile details, such as work experience, education, and personal information, prior to applying for a position. This step must be completed before the application process can continue.
Benefits of Profile Before Application:
Ensures standardized candidate data for all applications.
Saves time by reducing repetitive data entry for candidates applying for multiple positions.
Reference:
Explanation of Incorrect Options:
Option A: Profile completion is required before sending an application, not before searching.
Option C: LinkedIn registration is unrelated to this feature.
Option D: Profile Before Application does not influence the timing of application admission.

NEW QUESTION # 52

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