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SAP CERTIFICATION

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q59-Q64):

NEW QUESTION # 59

Which of the following fields would you map between the Candidate Profile and the People Profile? Note: There are 2 correct answers to this question.

- A. Professional membership
- B. Expected salary
- C. Language skills
- D. Available start date

Answer: A,C

NEW QUESTION # 60

What are the options to implement an offer approval? Note: There are 2 correct answers to this question.

- A. It can be implemented to contain offer letter tokens.
- B. It can be implemented to include a pre-configured workflow approval.
- C. It can be implemented to be used on a mobile device.
- D. It can be implemented to link the offer to the candidate profile.

Answer: D

NEW QUESTION # 61

A user wants to start a Recruiting Posting job posting. What must occur before the posting process can begin? Note: There are 3 correct answers to this question.

- A. The Manage Recruiting Posting permission must be activated.
- B. The position must be posted to the external Career Site.
- C. A job board configuration must be validated for the job board.
- D. The Recruiting user must be assigned to one Recruiting Posting group.
- E. At least one posting profile must be associated to the Recruiting user.

Answer: A,C,E

Explanation:

Before a Recruiting Posting job posting can begin, certain prerequisites must be in place to ensure that the user has the necessary configuration and access:

Posting Profile Association (Option A):

The Recruiting user must have at least one posting profile associated with them. Posting profiles define job board configurations and access rights, linking the user to specific posting options.

Job Board Configuration Validation (Option C):

Each job board used in Recruiting Posting requires proper configuration, including access credentials and other necessary data, to allow successful job posting.

Manage Recruiting Posting Permission (Option E):

The Manage Recruiting Posting permission must be enabled for the user, allowing them to initiate and manage job postings across job boards.

Reference:

Explanation of Incorrect Options:

Option B: Posting to an external career site is not a prerequisite for using Recruiting Posting.

Option D: Assigning a Recruiting Posting group is not a requirement to begin the posting process, although it can be used for organizational purposes.

NEW QUESTION # 62

What could cause an automated e-mail notification to be triggered? Note: There are 2 correct answers to this question.

- A. A change in the label of a status
- B. A change in the setup of a pre-screening question
- C. A change in a candidate password
- D. A change in an applicant status

Answer: C,D

NEW QUESTION # 63

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

- A. To allow interviewers to invite a candidate to join Interview Central in order to conduct an interview
- **B. To upload standard operating procedures for conducting an interview**
- C. Offer
- D. To provide candidates with logistics information for an interview
- E. To allow the hiring manager to send a message to the interviewers

Answer: B

NEW QUESTION # 64

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