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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q33-Q38):

NEW QUESTION # 33

What token should be used to direct a candidate to an online offer?

- A. **[[CANDIDATE_OFFER_URL]]**
- B. [[CAREER_SITE_URL]]
- C. [[APPLICATION_PAGE_URL]]
- D. [[LOGIN_URL]]

Answer: A

Explanation:

The [[CANDIDATE_OFFER_URL]] token is used to direct a candidate to view their offer online in SAP SuccessFactors. When included in an email template, this token generates a link that directs the candidate to the online offer letter or offer acceptance page.

* Steps to Use:

* Insert the token [[CANDIDATE_OFFER_URL]] in the offer email template to ensure candidates can directly access their online offer.

: SAP SuccessFactors Recruiting Management Implementation Guide - Tokens for Offer Letters and Offer Emails.

Explanation of Incorrect Options:

Option B - [[LOGIN_URL]]: This token directs to the general login page, not the specific offer.

Option C - [[APPLICATION_PAGE_URL]]: This token is for accessing the application page, not the offer.

Option D - [[CAREER_SITE_URL]]: This token directs to the career site rather than the specific offer.

NEW QUESTION # 34

You want to trigger e-mails by candidate status. Where is the trigger configured?

- A. In Recruiting E-mail Triggers
- B. In Manage Recruiting E-mail Templates
- C. In E-mail Notification Template Settings
- D. **In Edit Applicant Status Configuration**

Answer: D

Explanation:

To trigger emails by candidate status, the appropriate configuration is done in the Edit Applicant Status Configuration section. Here, administrators can define email notifications based on specific candidate status changes.

* Steps to Configure:

* Go to Admin Center > Edit Applicant Status Configuration.

* Select the relevant status and specify the email template to trigger for each status change.

* Save the configuration to ensure that emails are triggered automatically based on status changes.

: SAP SuccessFactors Recruiting Management Configuration Guide - Applicant Status and Email Triggers section.

Explanation of Incorrect Options:

Option B - In E-mail Notification Template Settings: This is for managing general email templates, not configuring status-based triggers.

Option C - In Recruiting E-mail Triggers: This option does not exist as a specific configuration area.

Option D - In Manage Recruiting E-mail Templates: This is used to manage email templates but does not control the triggering mechanism for candidate status changes

NEW QUESTION # 35

What action is possible within Interview Central?

- A. The recruiter can invite the candidate to apply.
- B. Candidates can be moved to another status.
- C. **Candidates can be rated based on a set of competencies.**
- D. The interviewer can extend the Offer Letter.

Answer: C

Explanation:

In Interview Central, interviewers have the ability to rate candidates based on a predefined set of competencies. This feature allows

for structured assessment and consistent evaluation criteria across interviewers.

Steps to Use:

Within Interview Central, select the candidate and rate them on each of the competencies provided.

Ratings can be viewed and used to compare candidates across different competency areas.

Reference:

Explanation of Incorrect Options:

Option A - Move Candidates to Another Status: Status changes are typically done in the main candidate management view.

Option B - Extend Offer Letter: Offer letters are managed separately in the offer management process, not in Interview Central.

Option D - Invite Candidate to Apply: This is done outside of Interview Central.

NEW QUESTION # 36

What is the purpose of a job board credit?

- A. To pay a customer by Recruiting Posting when a new Posting Profile is created
- B. To pay a customer by job board when a new job is posted to the job board
- C. To pay Recruiting Posting to complete the job posting
- **D. To pay a job board to complete a job posting**

Answer: D

Explanation:

A job board credit in SAP SuccessFactors Recruiting Posting is a unit or token used to pay a job board for posting a job. Many job boards operate on a credit system where each job posting requires one or more credits for the job to be posted publicly.

* Job Board Credit Usage:

* When an organization posts a job to an external job board, Recruiting Posting deducts the required number of credits from the organization's account with that job board. This allows the job board to complete and publish the job posting.

: SAP SuccessFactors Recruiting Posting User Guide - Understanding Job Board Credits and Payment Models.

Explanation of Incorrect Options:

Options A, B, and D do not accurately describe the purpose of a job board credit, which is specifically used to pay job boards for job postings.

NEW QUESTION # 37

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- **A. It can be accessed by using SAP For Me.**
- **B. Customers can grant access to the dashboard to partners.**
- C. It can be used in all SAP S/4HANA Cloud editions.
- D. Customers can use the dashboard in the dev test and production tenants.

Answer: A,B

NEW QUESTION # 38

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