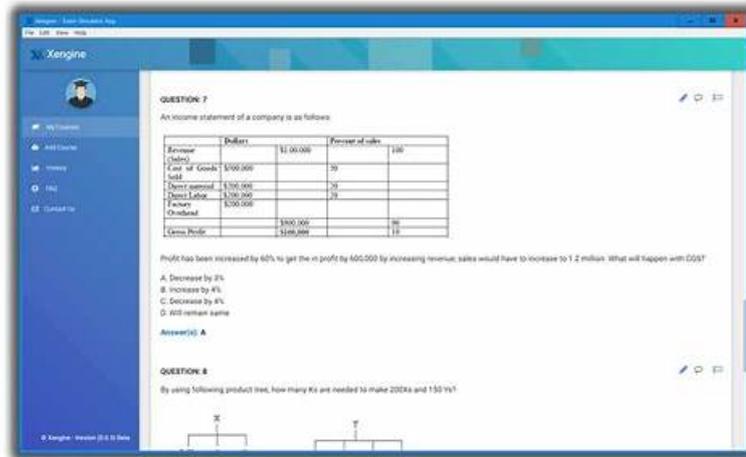


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q41-Q46):

NEW QUESTION # 41

What field-permission do you configure on the Candidate Profile template?

- A. Read and write for candidates only
- B. None read and write for dynamic groups only
- C. None read and write for candidates and dynamic groups
- D. Read and write permissions for candidates and dynamic groups

Answer: D

Explanation:

On the Candidate Profile template, you configure read and write permissions to control access for both candidates and dynamic groups. This allows granular control over which sections of the profile are editable or visible to specific users or groups.

* Steps to Configure:

* Go to the Candidate Profile template XML configuration.

* Define the appropriate read and write permissions for fields based on roles or dynamic groups.

: SAP SuccessFactors Recruiting Management Data Model Guide - Configuring Permissions in the Candidate Profile Template.

Explanation of Incorrect Options:

Option B - None read and write for candidates and dynamic groups: The absence of read and write permissions would limit visibility and editing functions.

Option C - None read and write for dynamic groups only: Permissions can be set selectively, but both candidates and dynamic groups commonly have permissions set.

Option D - Read and write for candidates only: Permissions are typically defined for both candidates and groups, not candidates only.

NEW QUESTION # 42

Where can you update current pre-screening questions or assign pre-screening questions to a requisition? Note: There are 2 correct answers to this question.

- **A. Import question Library**
- B. Candidate Summary
- C. Candidate Profile
- **D. Job Requisition**

Answer: A,D

Explanation:

Pre-screening questions for candidates can be updated and assigned to a job requisition using the following options:

Job Requisition (Option C):

Pre-screening questions can be assigned directly to a job requisition, allowing candidates to answer these questions during the application process.

Import Question Library (Option D):

Questions can be managed through the Import Question Library, enabling administrators to add or modify pre-screening questions and then assign them to job requisitions as needed.

Reference:

Explanation of Incorrect Options:

Option A - Candidate Summary: This area provides a summary of candidate information and is not used for configuring pre-screening questions.

Option B - Candidate Profile: This holds information about the candidate but does not manage pre-screening questions for requisitions.

NEW QUESTION # 43

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

Answer: A,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 # 44

Which object type is recommended to be configured with the multi-selection attribute?

- A. No objects can use the multi-select attribute
- B. Division Generic Object
- C. Location Foundation Object
- D. Department Generic Object

Answer: C

NEW QUESTION # 45

What must you do to request access to a customer's Provisioning?

- A. Assign the customer to your Provisioning ID.
- B. Gain customer approval to access their instance.
- C. Have access to the customer's signed contract.
- D. Enable Company Settings in Provisioning for the customer.

Answer: B

Explanation:

Access to a customer's Provisioning environment in SAP SuccessFactors requires prior authorization from the customer. Gaining customer approval is mandatory because Provisioning contains critical backend settings that can impact system functionality, configuration, and data security.

Steps to Gain Access:

Obtain explicit customer approval through official channels, often documented through emails or formal requests.

This approval is necessary before logging into the customer's Provisioning instance, and it may also involve compliance with additional access protocols or agreements.

Reference:

Explanation of Incorrect Options:

Option A - Customer's signed contract: The signed contract does not provide access authorization to Provisioning.

Option C - Assign the customer to your Provisioning ID: Access is not obtained by assigning IDs; it requires specific approval.

Option D - Enable Company Settings in Provisioning: This is not an access requirement but a configuration task within Provisioning.

NEW QUESTION # 46

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