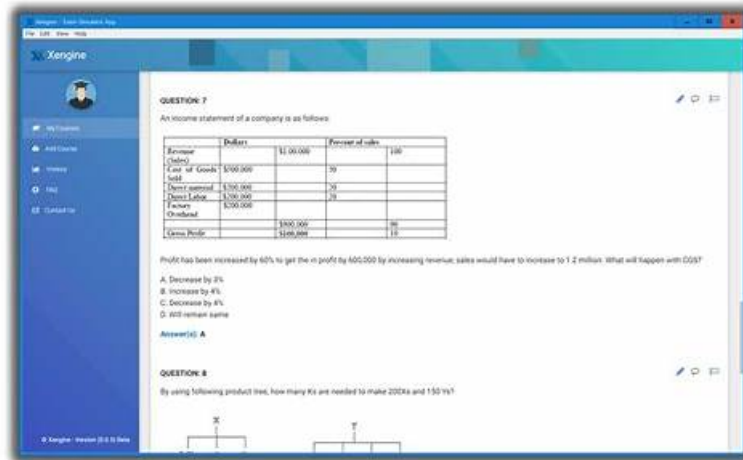


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q49-Q54):

NEW QUESTION # 49

What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- A. The J permission needs to be granted in the Candidate Application template.
- B. The e-mail trigger needs to be enabled in the Admin Center.
- C. The e-mail trigger needs to be enabled in the Job Requisition template.
- D. An e-mail template needs to be assigned to the e-mail trigger.

Answer: B,D

Explanation:

To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary: Assign an E-mail Template to the E-mail Trigger (Option A):

Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

Steps:

Go to Admin Center > Manage Recruiting E-mail Templates.

Select and configure the email template that matches the trigger you want to activate.

Assign the template to the relevant email trigger.

Reference:

Enable the E-mail Trigger in the Admin Center (Option C):

Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.

Steps:

Go to Admin Center > E-mail Notification Template Settings.

Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.

Explanation of Incorrect Options:

Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.

Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

NEW QUESTION # 50

Which of the following statements apply to pre-screening questions? Note: There are 2 correct answers to this question.

- A. Pre-screening questions can be set to be disqualifier questions.
- B. Pre-screening questions can be designated to only appear internally or externally and can vary by country.
- C. Pre-screening questions can vary by job requisition.
- D. Pre-screening questions are added directly to the Application XML.

Answer: A,C

Explanation:

Pre-screening questions offer flexibility to help recruiters screen candidates effectively:

Vary by Job Requisition (Option A):

Pre-screening questions can be tailored for each job requisition, allowing questions to align with specific job requirements.

Set as Disqualifier Questions (Option B):

Questions can be configured as disqualifiers, automatically filtering out candidates who do not meet certain criteria.

Reference:

Explanation of Incorrect Options:

Option C - Added directly to Application XML: Pre-screening questions are managed in question libraries or templates, not directly in the Application XML.

Option D - Internal/External or Country-based Display: Pre-screening questions generally do not vary by visibility (internal/external) or country settings.

NEW QUESTION # 51

Where do you grant a user access to Recruiting E-mail Templates?

- A. In Provisioning → Managing Recruiting
- B. In Admin Center → Manage Permission Roles
- C. In Admin Center → Manage Recruiting Settings
- D. In Provisioning → Company Settings

Answer: B

Explanation:

To grant a user access to Recruiting Email Templates, permissions must be assigned via Manage Permission Roles in Admin Center. Permissions control which users or roles can access, view, and manage recruiting email templates.

Steps to Grant Access:

Go to Admin Center > Manage Permission Roles.

Select the role for which you want to grant access to email templates.

In the role permissions, navigate to Recruiting Permissions and check the option for Manage Recruiting Email Templates.

Save the changes to apply the permissions.

Reference:

Explanation of Incorrect Options:

Option A - In Provisioning → Company Settings: Provisioning is used primarily for backend configurations and system setup, but it does not directly control user access permissions to email templates.

Option B - In Admin Center → Manage Recruiting Settings: This area allows configuration of recruiting-related settings but does not control user-specific permissions.

Option C - In Provisioning → Managing Recruiting: Provisioning is not where user access to recruiting email templates is configured.

NEW QUESTION # 52

Which SMS messages are tracked on the correspondence audit trail within the candidate summary page? Note: There are 2 correct answers to this question.

- A. Status-triggered SMS notifications
- B. Requisition-triggered SMS notifications
- C. Ad-hoc SMS notifications
- D. SMS responses from the candidate

Answer: A,C

NEW QUESTION # 53

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. Language skills
- C. Available start date
- D. Expected salary

Answer: A,B

NEW QUESTION # 54

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