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Recruiting: Recruiter Experience Sample Questions (Q74-Q79):

NEW QUESTION # 74

Which step is required to connect an Application template to the Job Requisition template?

- A. Configure a new Application template with a new << template-name>.
- B. Map the <application-status-set> in the Job Requisition template.
- C. Map the application template name in the Job Requisition template.
- D. Connect the templates in Form Template Settings.

Answer: C

Explanation:

To connect an Application template to a Job Requisition template, you must map the name of the application template in the Job Requisition template. This configuration ensures that the requisition is correctly associated with the application template, allowing applicants to complete the correct application form.

* Define the Application Template Name in the Job Requisition XML:

* Open the Job Requisition XML template and locate the section where the application template name is referenced.

* Use the application-template-name field to link the correct application template.

* Save and Deploy the Configuration:

* Ensure the updated XML file is correctly uploaded to the system to activate the connection.

: SAP SuccessFactors Recruiting Management Implementation Guide - Application and Job Requisition Template Integration.

NEW QUESTION # 75

What needs to be enabled for an external candidate to accept an online offer without using an eSignature?

- A. Enable DocuSign integration for eSignatures.
- B. Enable role-based permissions (RBP) for candidates.
- C. Enable an e-mail template that has the online offer token directing candidates to the Career Portal.
- D. Enable candidate privacy in Provisioning.

Answer: C

Explanation:

For external candidates to accept an online offer without using an eSignature, an email template containing a token that directs candidates to the Career Portal is required. This token allows candidates to access the online offer acceptance page directly.

Configure the Email Template with Online Offer Token:

Go to Admin Center > Manage Recruiting Email Templates.

Create or edit an email template to include the online offer token, which provides candidates with a link to review and accept their offer on the Career Portal.

Testing the Online Offer Process:

Send a test offer to verify that the link directs candidates to the offer acceptance page without requiring an eSignature.

Reference:

Explanation of Incorrect Options:

B (Enable candidate privacy) and D (Enable RBP for candidates) do not directly enable the online offer acceptance without eSignature.

C (Enable DocuSign integration) is relevant for eSignatures but is not necessary if the organization opts not to use eSignatures for online offers.

NEW QUESTION # 76

When defining the field attribute overrides in the Application XML which of the following attributes determine which override(s) should trigger? Note: There are 2 correct answers to this question.

- A. Country of the candidate
- B. Applicant type
- C. Country of the Job
- D. State/Province of the Job Posting

Answer: B,C

Explanation:

When defining field attribute overrides in the Application XML, certain attributes determine which overrides will trigger. These include:

Country of the Job (Option B):

The location of the job posting is a common condition for overrides, especially for compliance with country-specific regulations.

Applicant Type (Option D):

Overrides can be based on the applicant type (e.g., internal or external candidate), as different application processes may apply to different applicant types.

Reference:

Explanation of Incorrect Options:

Option A - State/Province of the Job Posting: This level of geographic specificity is not typically used for XML overrides.

Option C - Country of the Candidate: Overrides are generally configured based on job location rather than candidate location.

NEW QUESTION # 77

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: B,C

Explanation:

A). It can be implemented to include a pre-configured workflow approval. Offer approval processes often involve multiple stakeholders (HR, hiring manager, etc.). A pre-configured workflow ensures the offer moves through the necessary approval steps in the correct order.

C). It can be implemented to be used on a mobile device.

Modern HR systems and offer management tools often have mobile functionality. This allows approvers to review and approve offers on the go, speeding up the process.

NEW QUESTION # 78

When using Interview Central what is the Hiring Manager Note used for?

- A. To inform the recruiter about the hiring manager's decision
- B. To invite the hiring manager to the interview
- C. To save notes about the interviewee
- **D. To give instructions to the interviewers**

Answer: D

Explanation:

In Interview Central, the Hiring Manager Note feature allows the hiring manager to provide specific instructions or guidance for the interviewers. This note may include details about what to focus on during the interview, specific competencies to assess, or other relevant information to ensure the interview process is aligned with the job's requirements.

* Purpose of Hiring Manager Note:

* This note serves as a guideline for interviewers, enhancing the consistency and relevance of evaluations by focusing on key attributes the hiring manager deems important.

: SAP SuccessFactors Recruiting Management User Guide - Interview Central and Hiring Manager Instructions.

Explanation of Incorrect Options:

Option A (To save notes about the interviewee): Notes about the interviewee are recorded separately by each interviewer.

Option B and Option D do not relate to the function of the Hiring Manager Note in Interview Central.

NEW QUESTION # 79

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