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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q63-Q68):

NEW QUESTION # 63

How many Application templates can be connected to one Job Requisition template?

- A. 0

- B. 1
- C. 2
- D. 3

Answer: A

Explanation:

Each Job Requisition template in SAP SuccessFactors Recruiting can be associated with only one Application template. This one-to-one relationship allows for consistent data management and ensures that all candidates applying to a particular requisition follow the same application form structure.

Configure Job Requisition to Application Template Mapping:

As stated, only a single application template name can be referenced per job requisition template.

NEW QUESTION # 64

How many Candidate Profile Templates can you configure in an instance?

- **A. One for internal candidates and one for external candidates**
- B. One for all candidates
- C. One for internal candidates and one for each external career site
- D. One for each Job Requisition template

Answer: A

Explanation:

In SAP SuccessFactors, only two Candidate Profile Templates can be configured per instance: one template for internal candidates and one for external candidates. This setup ensures that both internal and external candidates have tailored profiles with relevant fields based on their unique needs.

Configuration Details:

Internal and external candidate profiles are configured separately to cater to different recruiting processes and visibility requirements. This configuration is done through the Candidate Profile Template XML in Provisioning or Admin Center.

Reference:

Explanation of Incorrect Options:

Option A - One for all candidates: SAP SuccessFactors supports separate profiles for internal and external candidates.

Option B - One for each Job Requisition template: The candidate profile template is not tied to individual requisition templates.

Option D - One for each external career site: Only a single external candidate profile template is allowed for all external sites.

NEW QUESTION # 65

You want to send a candidate an Ad-hoc e-mail but you CANNOT find the e-mail template you have configured. What could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The e-mail is NOT assigned to the correct e-mail trigger.
- **B. The selected language is NOT correct.**
- **C. The e-mail is NOT enabled.**
- D. The e-mail is NOT linked to the correct e-mail notification template.

Answer: B,C

Explanation:

In SAP SuccessFactors Recruiting, there are several possible reasons why an email template may not appear in the Ad-hoc email selection. Here's a detailed breakdown of the causes and solutions as per SuccessFactors Recruiting documentation:

* Selected Language is NOT Correct (Option B): SAP SuccessFactors Recruiting offers multi-language support. When configuring email templates, each template can be defined in multiple languages. If a user selects a language for which the email template is not configured, the template will not be visible in the email selection options.

* Steps to Check:

* Go to Admin Center > Manage Recruiting Email Templates.

* Open the desired email template and check if it has content for the language selected by the user.

* Add the required translations for missing languages if needed.

: SAP SuccessFactors Recruiting Management Implementation Guide - Email Template Configuration section.

Email is NOT Enabled (Option C): For an email template to be accessible, it must be enabled in the system.

If the email template has not been enabled, it will not be available for ad-hoc use.

Steps to Enable:

Navigate to Admin Center > Manage Recruiting Email Templates.

Locate the template in question, open its settings, and verify if it is enabled. If it is not, select the option to enable it.

Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling Email Templates.

Explanation of Incorrect Options:

Option A - The email is NOT linked to the correct email notification template: Email notification templates and ad-hoc email templates function independently in SAP SuccessFactors Recruiting. Notification templates are used for automatic notifications triggered by specific actions, while ad-hoc templates are manually selected by users. This separation means that an ad-hoc email template does not need to be linked to a notification template.

Option D - The email is NOT assigned to the correct email trigger: Triggers are primarily used for system-generated notifications based on events, not for ad-hoc emails. Ad-hoc emails do not require a trigger to be visible to users, so this is not a relevant cause.

NEW QUESTION # 66

A Recruiter CANNOT see the status "Phone Screening".

Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The status "Phone Screening" is set as "hidden" in the Application template.
- B. The status "Phone Screening" is NOT enabled in the Job Requisition template.
- C. The status "Phone Screening" is NOT enabled in the Talent Pipeline.
- D. The status "Phone Screening" is NOT set as Visible by the Recruiter.

Answer: C,D

Explanation:

If a recruiter cannot see the "Phone Screening" status, it could be due to the following reasons:

Status Not Enabled in the Talent Pipeline (Option A):

The Talent Pipeline is configured to control the visibility and sequence of application statuses. If "Phone Screening" is not enabled in the Talent Pipeline, it will not appear in the recruiting workflow.

Status Not Visible to the Recruiter (Option D):

Visibility settings control who can view each status. If "Phone Screening" is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.

Steps to Check:

Go to Admin Center > Edit Applicant Status Configuration and ensure that "Phone Screening" is enabled in the pipeline and set as visible to the recruiter role.

Reference:

Explanation of Incorrect Options:

Option B - Status in Job Requisition Template: Status visibility is configured in the Talent Pipeline, not the Job Requisition template.

Option C - Hidden in Application Template: Statuses are not managed within the Application template; they are controlled in the Talent Pipeline.

NEW QUESTION # 67

What triggers the country-specific overrides on an Application template?

- A. The country of the candidate captured in the Application template
- B. The country/region field used for candidate search filters in the Job Requisition template
- C. The country of the candidate captured in the Candidate Profile template
- D. The derived country field in the Job Requisition template

Answer: D

Explanation:

In the Application template, country-specific overrides are triggered based on the derived country field in the Job Requisition template. This field determines the location of the job and thereby activates any corresponding country-specific fields or configuration set in the application template.

* Define Derived Country Field in Job Requisition Template:

* The derived country field is specified in the Job Requisition template, allowing the system to determine which country-specific settings to apply.

* Activate Country-Specific Overrides:

* Once the derived country is identified, any predefined fields or layout adjustments for that country in the Application template are triggered.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Country-Specific Overrides in Application Templates.

Explanation of Incorrect Options:

Option A and Option C: These options refer to fields in the Application and Candidate Profile templates, which do not trigger country overrides for the application itself.

Option D: The candidate search filters do not control overrides in the application template.

NEW QUESTION # 68

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