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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q50-Q55):

NEW QUESTION # 50

Which of the following attributes can be used when defining fields on the Application XML? Note: There are 3 correct answers to this question.

- A. sensitive
- B. anonymize
- C. data-field
- D. public
- E. visibility

Answer: A,B,D

NEW QUESTION # 51

When defining feature-permissions in the Job Requisition template which information is required? Note:

There are 3 correct answers to this question.

- A. Feature Type
- B. Field ID
- C. Operator Role
- D. Applicant Status Name
- E. Applicant Status Label

Answer: A,C,D

NEW QUESTION # 52

If a customer requires the Requisition Status field to automatically update when the Job Requisition has successfully completed the approval process (route map) which of the following needs to be configured?

- A. The default Job Requisition Status when a requisition is created or approved must be configured in Manage Recruiting Settings.
- B. The due date of the Route Map must be configured in Manage Route Maps to ensure the approval is completed on time.
- C. The Form Template settings must be configured to auto-populate the picklist field in the Job Requisition.
- D. The picklist value for the Open status must be configured as 99999.

Answer: A

Explanation:

To ensure that the Requisition Status field updates automatically after a job requisition completes the approval process, the default status settings for approved requisitions must be configured in Manage Recruiting Settings.

Steps to Configure:

Go to Admin Center > Manage Recruiting Settings.

Set the default status for requisitions upon creation and approval to ensure the Requisition Status field reflects the correct status automatically after the approval process.

Reference:

Explanation of Incorrect Options:

Option A - Route Map due date: While route maps help manage the approval process, they do not affect the automatic status update of the requisition.

Option C - Picklist value for Open status: Setting a picklist value to 99999 does not control the automated status update.

Option D - Form Template settings: These settings are not responsible for updating requisition status based on approval.

NEW QUESTION # 53

Where are the values located for the fields of "country" and "stateProvince" when the field type is derived?

- A. Set up Job Board Options
- B. Manage Recruiting Triggers
- C. Manage Recruiting Settings
- D. Picklist Center

Answer: D

Explanation:

For fields like "country" and "stateProvince" with a derived field type, the values are sourced from the Picklist Center in SAP SuccessFactors. The Picklist Center allows for centralized management of standard picklists, which are used across the system to ensure consistent data for location-related fields.

Location of Values in Picklist Center:

Navigate to Admin Center > Picklist Center.

Search for and manage picklists related to "country" and "stateProvince." Configuration and Updates:

Country and state/province picklists are often pre-configured with ISO standards but can be customized based on the organization's specific needs.

NEW QUESTION # 54

Which templates can be linked to the Offer Details template? Note: There are 2 correct answers to this question.

- A. Succession template
- **B. Candidate Application template**
- **C. Job Requisition template**
- D. Candidate Profile template

Answer: B,C

Explanation:

In SAP SuccessFactors Recruiting, the Offer Details template can link to the Job Requisition template and Candidate Application template. This linkage helps populate offer details based on requisition and candidate-specific data.

Job Requisition Template (Option B):

The offer details can draw job-specific information from the requisition template, such as job title and compensation.

Candidate Application Template (Option C):

Data from the candidate's application can also be included, allowing personalized offer content based on the candidate's information.

Reference:

Explanation of Incorrect Options:

Option A - Candidate Profile template: This template is separate and does not directly link with the Offer Details template.

Option D - Succession template: This is used in SAP SuccessFactors Succession Planning, not Recruiting.

NEW QUESTION # 55

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