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

NEW QUESTION # 41

Who can configure the approval workflow for the offer? Note: There are 2 correct answers to this question.

- A. Operators with permission to launch the Offer Approval in the respective applicant status if the approval workflow is configured as editable
- B. System admins with permission to "Manage Route maps" in the Admin Center
- C. Users with permissions to configure the Offer Details template within Manage Recruiting templates
- D. Users with permissions to Manage Offer Letter Templates in the Admin Center

Answer: A,C

NEW QUESTION # 42

You want to link a field in the job requisition to a field in the offer details template. What attribute do you use?

- A. template-type="job-requisition"
- B. template-type="job-JRDM"
- C. template-type="job-req"
- D. template-type="Simple Job Requisition"

Answer: C

Explanation:

When linking a field in the job requisition to a field in the offer details template, the correct attribute to use is template-type="job-req". This attribute specifies that the field being referenced is from the Job Requisition template and allows the offer details template to access and display that information.

* Use template-type Attribute:

* In the offer details template XML, include template-type="job-req" to link the field from the job requisition.

* Save and Test:

* After configuring, test the setup by creating an offer to verify that the linked field is correctly populated from the job requisition.

: SAP SuccessFactors Recruiting Management Implementation Guide - Linking Fields between Templates.

Explanation of Incorrect Options:

The other template types listed do not apply for linking fields between the job requisition and offer details templates.

NEW QUESTION # 43

Who can edit an existing recruiting group?

- A. The original creator of the recruiting group
- B. All members of the recruiting group
- C. The original creator of the requisition template
- D. All users with appropriate administrative permissions

Answer: D

Explanation:

In SAP SuccessFactors, recruiting groups are managed by users who hold the necessary administrative permissions. This ensures that individuals with relevant access can modify recruiting groups, which control user permissions for recruiting actions and processes.

Administrative Permissions Requirement:

Users with administrative permissions can access and edit existing recruiting groups, making adjustments to membership or permissions as necessary for recruiting functions.

Reference:

Explanation of Incorrect Options:

Option A (Original creator): Recruiting groups are not restricted to the original creator for editing.

Option C and D: The requisition template creator and group members do not automatically have editing rights without administrative permissions.

NEW QUESTION # 44

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

Answer: B,C,D

NEW QUESTION # 45

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 modify step needs to be configured as a single role type.
- C. The Originator role needs to be added to the modify step.
- 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.

Reference:

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 # 46

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