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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q11-Q16):

NEW QUESTION # 11
Which templates can be linked to the Offer Details template? Note: There are 2 correct answers to this question.

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

Answer: A,B

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.
: SAP SuccessFactors Recruiting Management Implementation Guide - Linking Offer Details with Other Templates.
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 # 12
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 picklist value for the Open status must be configured as 99999.
- 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 default Job Requisition Status when a requisition is created or approved must be configured in Manage Recruiting Settings.
- D. The Form Template settings must be configured to auto-populate the picklist field in the Job Requisition.

Answer: C

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.
: SAP SuccessFactors Recruiting Management Configuration Guide - Configuring Default Job Requisition Status.
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 # 13
What needs to be enabled for an external candidate to accept an online offer without using an eSignature?

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

Answer: A

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 # 14
Which field types in the Requisition template designate the dropdown values that can be found in Admin Center? Note: There are 2 correct answers to this question.

- A. Picklist
- B. Enum
- C. Text
- D. Derived

Answer: C,D

NEW QUESTION # 15
What is the Anonymize Attribute intended for?

- A. To trigger the country override in the application
- B. To display candidate facing fields in the application
- C. To hide personal identifiable information
- D. To mark data as sensitive for read and change logging audits

Answer: D

NEW QUESTION # 16
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