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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q69-Q74):

NEW QUESTION # 69
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 an e-mail template that has the online offer token directing candidates to the Career Portal.
- C. Enable role-based permissions (RBP) for candidates.
- D. Enable candidate privacy in Provisioning.

Answer: B

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.
: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Online Offer Acceptance without eSignature.
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 # 70
What are the options to implement an offer approval? Note: There are 2 correct answers to this question.

- A. It can be implemented to include a pre-configured workflow approval.
- B. It can be implemented to link the offer to the candidate profile.
- C. It can be implemented to be used on a mobile device.
- D. It can be implemented to contain offer letter tokens.

Answer: B

NEW QUESTION # 71
Who can configure the approval workflow for the offer? Note: There are 2 correct answers to this question.

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

Answer: B,D

NEW QUESTION # 72
Where can you update current pre-screening questions or assign pre-screening questions to a requisition?
Note: There are 2 correct answers to this question.

- A. Job Requisition
- B. Candidate Profile
- C. Candidate Summary

- D. Import question Library

Answer: A,D

Explanation:
Pre-screening questions for candidates can be updated and assigned to a job requisition using the following options:
* Job Requisition (Option C):Pre-screening questions can be assigned directly to a job requisition, allowing candidates to answer these questions during the application process.
* Import Question Library (Option D):Questions can be managed through the Import Question Library, enabling administrators to add or modify pre-screening questions and then assign them to job requisitions as needed.
: SAP SuccessFactors Recruiting Management Implementation Guide - Managing Pre-screening Questions and Question Libraries.
Explanation of Incorrect Options:
Option A - Candidate Summary: This area provides a summary of candidate information and is not used for configuring pre-screening questions.
Option B - Candidate Profile: This holds information about the candidate but does not manage pre- screening questions for requisitions.

NEW QUESTION # 73

How are an interviewer's ratings of an applicant displayed to a recruiter? Note: There are 2 correct answers to this question.

- A. As recommended or not recommended
- B. As approved or declined
- C. As a percentage
- D. As an average rating for each competency

Answer: A,D

Explanation:
In SAP SuccessFactors Recruiting, interviewers' ratings for an applicant are displayed to recruiters in specific formats, including:
Average Rating for Each Competency (Option A):
In Interview Central, interviewers rate candidates based on defined competencies, and these ratings are averaged across all interviewers. This average score per competency gives recruiters an at-a-glance view of the candidate's performance.
Recommendation Status (Option B):
Interviewers can also provide an overall recommendation, such as "Recommended" or "Not Recommended," which is displayed to recruiters, helping them assess whether the candidate is a good fit based on feedback from interviewers.
Reference:
Explanation of Incorrect Options:
C (As a percentage) and D (As approved or declined) are not applicable formats for displaying interviewer ratings in SAP SuccessFactors Recruiting.

NEW QUESTION # 74

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