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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q57-Q62):

NEW QUESTION # 57
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 needs to be configured as a single role type.
- B. The Hiring Manager (G) needs to be added to the modify step.
- C. The Originator role needs to be added to the modify step.
- D. The modify step should be configured as an iterative or collaborative step depending on the requirements of the customer.

Answer: B,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 # 58
What token should be used to direct a candidate to an online offer?

- A. [[LOGIN_URL]]
- B. [[APPLICATION_PAGE_URL]]
- C. [[CAREER_SITE_URL]]
- D. [[CANDIDATE_OFFER_URL]]

Answer: D

Explanation:
The [[CANDIDATE_OFFER_URL]] token is used to direct a candidate to view their offer online in SAP SuccessFactors. When included in an email template, this token generates a link that directs the candidate to the online offer letter or offer acceptance page.
* Steps to Use:
* Insert the token [[CANDIDATE_OFFER_URL]] in the offer email template to ensure candidates can directly access their online offer.
: SAP SuccessFactors Recruiting Management Implementation Guide - Tokens for Offer Letters and Offer Emails.
Explanation of Incorrect Options:
Option B - [[LOGIN_URL]]: This token directs to the general login page, not the specific offer.
Option C - [[APPLICATION_PAGE_URL]]: This token is for accessing the application page, not the offer.
Option D - [[CAREER_SITE_URL]]: This token directs to the career site rather than the specific offer.

NEW QUESTION # 59
How do you make custom fields reportable? Note: There are 2 correct answers to this question.

- A. Add the fields in Provisioning and synchronize the data.
- B. Define the fields in the template.
- C. Define the public="true" attribute in the template.
- D. Define the fields as reportable in the template.

Answer: A,B

NEW QUESTION # 60
If a recruiter forwards a candidate's application (using the Forward as Applicant action) which of the following information can be accessed from the candidate's initial application? Note: There are 3 correct answers to this question.

- A. Previous interview results
- B. Previous application template name
- C. Previous background check results
- D. Answers to pre-screening questions
- E. Previous application score

Answer: A,D,E

NEW QUESTION # 61
Which actions are available from Manage Jobs after a job is posted with Recruiting Posting? Note: There are 2 correct answers to this question.

- A. Remove a contract with a posting job board.
- B. Remove the posting from all posting job boards.
- C. Post the job to additional job boards.
- D. Repost the job automatically after the expiration date.

Answer: B,C

Explanation:
Once a job is posted using Recruiting Posting, administrators have several actions available in the Manage Jobs section to further manage the job posting.
Remove the Posting from All Job Boards (Option A):
This action allows users to remove the job posting from all job boards where it was posted through Recruiting Posting. This feature is useful if a position needs to be closed or withdrawn before the posting expires.
Post the Job to Additional Job Boards (Option B):
After the initial posting, users can choose to post the job to additional job boards directly from the Manage Jobs interface, broadening the reach of the job posting as needed.
Reference:
Explanation of Incorrect Options:
Option C (Remove a contract) and Option D (Repost automatically) are not available actions within Manage Jobs after a job is posted. Contracts are managed separately, and reposting after expiration typically requires manual configuration.

NEW QUESTION # 62

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