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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q37-Q42):

NEW QUESTION # 37

What action is possible within Interview Central?

- A. Candidates can be moved to another status.
- B. The recruiter can invite the candidate to apply.
- C. The interviewer can extend the Offer Letter.
- **D. Candidates can be rated based on a set of competencies.**

Answer: D

Explanation:

In Interview Central, interviewers have the ability to rate candidates based on a predefined set of competencies. This feature allows for structured assessment and consistent evaluation criteria across interviewers.

Steps to Use:

Within Interview Central, select the candidate and rate them on each of the competencies provided.

Ratings can be viewed and used to compare candidates across different competency areas.

Reference:

Explanation of Incorrect Options:

Option A - Move Candidates to Another Status: Status changes are typically done in the main candidate management view.

Option B - Extend Offer Letter: Offer letters are managed separately in the offer management process, not in Interview Central.

Option D - Invite Candidate to Apply: This is done outside of Interview Central.

NEW QUESTION # 38

Why does a user need to wait to use a job board after it has been added from the Job Board Market Place? Note: There are 2 correct answers to this question.

- **A. Recruiting Posting needs to synchronize.**
- B. Posting Profiles need to be associated with a contract.
- C. The job board may need to activate the configuration.
- **D. Recruiting Posting may need to activate the configuration.**

Answer: A,D

NEW QUESTION # 39

What permission must be assigned to a user so the user can post a job through Recruiting Posting?

Solution:

The correct answer is **C. Recruiting Posting**.

According to SAP Learning documentation, to enable a user (such as a recruiter) to post jobs via Recruiting Posting, you must assign them the **"Recruiting Posting"** permission. In the Setup steps under Admin Center → Manage Permission Roles:



Select Permission → User Permissions → Recruiting Permissions.
Select **Recruiting Posting Permission** and **OData API Job Requisition Export**.

Thus, of the options provided, **"Recruiting Posting"** is the required permission that grants the ability to post jobs through Recruiting Posting.

Reference : <https://learning.sap.com/>

- A. OData API Job Requisition Create
- B. Recruiting Posting
- C. OData API Job Requisition Export
- **D. Manage Recruiting Posting**

Answer: D

Explanation:

In SAP SuccessFactors, the Manage Recruiting Posting permission is required to enable a user to post jobs through Recruiting Posting. This permission grants access to the necessary tools and functionalities within the Recruiting Posting module.

Assigning Permissions:

Go to Admin Center > Manage Permission Roles and assign the Manage Recruiting Posting permission to the relevant user role to enable job posting capabilities.

Reference:

Explanation of Incorrect Options:

Option A (Recruiting Posting): This is not a standalone permission in the system.

Options C and D (OData API permissions): These permissions relate to API access and do not enable direct posting capabilities.

NEW QUESTION # 40

Which of the following standard objects CANNOT be configured in the Job Requisition template?

- A. Type
- B. Division
- C. Offer
- D. Location
- E. Position

Answer: A,C

Explanation:

The Offer object is not configured in the Job Requisition template as it is managed through the Offer Details template, a separate template for managing candidate offers once they reach the offer stage.

* Configurable Objects in Job Requisition Template:

* Position, Location, Division, and Type are standard objects that can be configured within the Job Requisition template. These fields help define the job's details and organizational structure.

* Separate Configuration for Offer:

* Offer-related fields and settings are configured in the Offer Details template, not in the Job Requisition template.

: SAP SuccessFactors Recruiting Management Implementation Guide - Job Requisition and Offer Templates Overview.

NEW QUESTION # 41

What action is possible within Interview Central?

- A. Candidates can be moved to another status.
- B. The recruiter can invite the candidate to apply.
- C. The interviewer can extend the Offer Letter.
- D. Candidates can be rated based on a set of competencies.

Answer: D

Explanation:

In Interview Central, interviewers have the ability to rate candidates based on a predefined set of competencies. This feature allows for structured assessment and consistent evaluation criteria across interviewers.

* Steps to Use:

* Within Interview Central, select the candidate and rate them on each of the competencies provided.

* Ratings can be viewed and used to compare candidates across different competency areas.

: SAP SuccessFactors Recruiting Management Interview Guide - Using Interview Central for Candidate Evaluation.

Explanation of Incorrect Options:

Option A - Move Candidates to Another Status: Status changes are typically done in the main candidate management view.

Option B - Extend Offer Letter: Offer letters are managed separately in the offer management process, not in Interview Central.

Option D - Invite Candidate to Apply: This is done outside of Interview Central.

NEW QUESTION # 42

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