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SAP CERTIFICATION

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q49-Q54):

NEW QUESTION # 49

What is the Anonymize Attribute intended for?

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

Answer: D

NEW QUESTION # 50

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 candidate privacy in Provisioning.
- C. Enable role-based permissions (RBP) for candidates.
- D. Enable DocuSign integration for eSignatures.

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 # 51

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

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

Answer: B,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.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring and Using Interview Central.

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 # 52

In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note: There are 2 correct answers to this question.

- A. Families and Roles are implemented and maintained with competencies mapped.
- B. The Job Description library must be configured for each job family and role.
- C. Job Profile Builder must be configured.
- D. The competencies field must be defined in the Job Requisition template.

Answer: A,D

NEW QUESTION # 53

Which step is required to connect an Application template to the Job Requisition template?

- A. Connect the templates in Form Template Settings.
- B. Map the application template name in the Job Requisition template.
- C. Configure a new Application template with a new << template-name>.
- D. Map the <application-status-set > in the Job Requisition template.

Answer: B

Explanation:

To connect an Application template to a Job Requisition template, you must map the name of the application template in the Job Requisition template. This configuration ensures that the requisition is correctly associated with the application template, allowing applicants to complete the correct application form.

Define the Application Template Name in the Job Requisition XML:

Open the Job Requisition XML template and locate the section where the application template name is referenced.

Use the application-template-name field to link the correct application template.

Save and Deploy the Configuration:

Ensure the updated XML file is correctly uploaded to the system to activate the connection.

NEW QUESTION # 54

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