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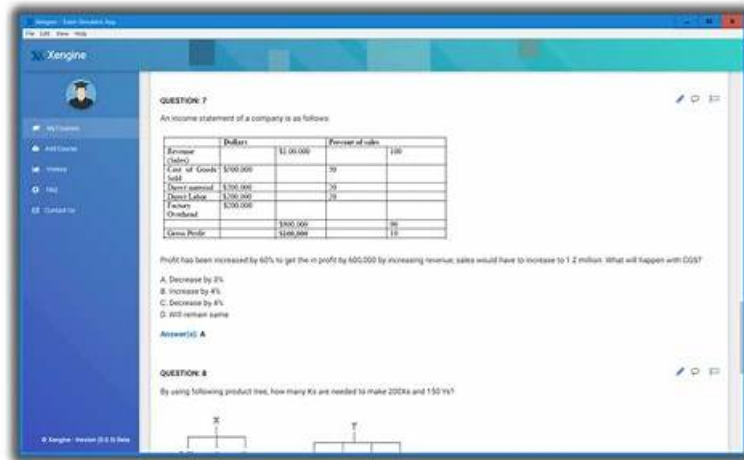

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q38-Q43):

NEW QUESTION # 38
A user wants to start a Recruiting Posting job posting. What must occur before the posting process can begin? Note: There are 3 correct answers to this question.

- A. A job board configuration must be validated for the job board.
- B. At least one posting profile must be associated to the Recruiting user.
- C. The position must be posted to the external Career Site.
- D. The Manage Recruiting Posting permission must be activated.
- E. The Recruiting user must be assigned to one Recruiting Posting group.

Answer: A,B,D

Explanation:
Before a Recruiting Posting job posting can begin, certain prerequisites must be in place to ensure that the user has the necessary configuration and access:
Posting Profile Association (Option A):
The Recruiting user must have at least one posting profile associated with them. Posting profiles define job board configurations and access rights, linking the user to specific posting options.
Job Board Configuration Validation (Option C):
Each job board used in Recruiting Posting requires proper configuration, including access credentials and other necessary data, to allow successful job posting.
Manage Recruiting Posting Permission (Option E):
The Manage Recruiting Posting permission must be enabled for the user, allowing them to initiate and manage job postings across job boards.
Reference:
Explanation of Incorrect Options:
Option B: Posting to an external career site is not a prerequisite for using Recruiting Posting.
Option D: Assigning a Recruiting Posting group is not a requirement to begin the posting process, although it can be used for organizational purposes.

NEW QUESTION # 39
What happens if you set the candidate application attribute sensitive to "true"?

- A. The field content is covered by ***
- B. The field is considered for purging of personally identifying data.
- C. "Access or change this field" will be captured in the Read Audit Log.
- D. The field is hidden unless an override is set.

Answer: B

Explanation:
Setting the candidate application attribute sensitive to "true" marks the field for consideration in data purging routines. This is part of data privacy features where personal data is purged according to data retention and privacy policies.
* Functionality and Effects:
* When a field is marked sensitive, it is included in data purging processes to remove PII from the system after certain retention periods.
* This aligns with data protection regulations by ensuring PII is only retained as necessary.
: SAP SuccessFactors Recruiting Management Data Privacy Guide - Sensitive Data Handling and Data Purge.
Explanation of Incorrect Options:
Option A - "Access or change this field" will be captured in the Read Audit Log: This is more relevant to audit configuration than to data sensitivity settings.
Option C - The field content is covered by *: Masking the content is separate from marking data as sensitive.
Option D - The field is hidden unless an override is set: Marking a field as sensitive does not automatically hide it; it flags it for data purging.

NEW QUESTION # 40
Which step is required to connect an Application template to the Job Requisition template?

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

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.
: SAP SuccessFactors Recruiting Management Implementation Guide - Application and Job Requisition Template Integration.

NEW QUESTION # 41

What must you do to request access to a customer's Provisioning?

- A. Assign the customer to your Provisioning ID.
- B. Gain customer approval to access their instance.
- C. Enable Company Settings in Provisioning for the customer.
- D. Have access to the customer's signed contract.

Answer: B

Explanation:

Access to a customer's Provisioning environment in SAP SuccessFactors requires prior authorization from the customer. Gaining customer approval is mandatory because Provisioning contains critical backend settings that can impact system functionality, configuration, and data security.
Steps to Gain Access:
Obtain explicit customer approval through official channels, often documented through emails or formal requests.
This approval is necessary before logging into the customer's Provisioning instance, and it may also involve compliance with additional access protocols or agreements.
Reference:
Explanation of Incorrect Options:
Option A - Customer's signed contract: The signed contract does not provide access authorization to Provisioning.
Option C - Assign the customer to your Provisioning ID: Access is not obtained by assigning IDs; it requires specific approval.
Option D - Enable Company Settings in Provisioning: This is not an access requirement but a configuration task within Provisioning.

NEW QUESTION # 42

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 default Job Requisition Status when a requisition is created or approved must be configured in Manage Recruiting Settings.
- B. The Form Template settings must be configured to auto-populate the picklist field in the Job Requisition.
- C. The due date of the Route Map must be configured in Manage Route Maps to ensure the approval is completed on time.
- D. The picklist value for the Open status must be configured as 99999.

Answer: A

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.
Reference:
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 # 43

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