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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q26-Q31):

NEW QUESTION # 26

What are the options to implement an offer approval? Note: There are 2 correct answers to this question.

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

Answer: B,C

Explanation:

A: It can be implemented to include a pre-configured workflow approval. Offer approval processes often involve multiple stakeholders (HR, hiring manager, etc.). A pre-configured workflow ensures the offer moves through the necessary approval steps in the correct order.

C: It can be implemented to be used on a mobile device.

Modern HR systems and offer management tools often have mobile functionality. This allows approvers to review and approve offers on the go, speeding up the process.

NEW QUESTION # 27

How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

- **A. Assign a permission to a field for each status (pre-approved approved and closed).**
- B. Permission the J role for each field.
- **C. Set the permissions to write or read for each field.**
- D. Define the permissions in the Role-Based Permissions section in the Admin Center.
- **E. Add the operators for each permission block.**

Answer: A,C,E

Explanation:

In SAP SuccessFactors Recruiting, defining permissions for job requisition fields involves several key steps to ensure that the right users have the necessary read or write access for each field:

* Assign Permission for Each Status (Option A): Different statuses in the requisition lifecycle (pre- approved, approved, and closed) may require distinct permissions for fields.

* Add Operators for Each Permission Block (Option B): Define operators (e.g., recruiter, hiring manager) for each permission block, determining who can view or edit fields.

* Set Write or Read Permissions (Option D): Specify the level of access-either read or write-for each field based on the roles and statuses.

NEW QUESTION # 28

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

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

Answer: D

NEW QUESTION # 29

In order to associate a Job Requisition to an approval workflow what must be done? Note: There are 2 correct answers to this question.

- **A. A Route Map must be created and configured in Admin Center.**
- B. A business rule to trigger the approval workflow must be created in Admin Center > Configure Business Rules.
- C. Multiple Route Maps can be associated to one Job Requisition template.
- **D. The Job Requisition must be associated to the appropriate Route Map in Form Template Settings.**

Answer: A,D

Explanation:

To associate a Job Requisition with an approval workflow, administrators need to configure route maps properly within SAP SuccessFactors Recruiting:

* Associate the Job Requisition with a Route Map in Form Template Settings (Option A): Link the job requisition template with a route map to enable workflow approval.

* Create and Configure a Route Map in Admin Center (Option B): The route map must be configured to outline the steps and approvers in the approval workflow for the job requisition.

* Steps to Configure:

* In Admin Center > Manage Route Maps, create and configure the route map with the desired approval steps.

* In Admin Center > Form Template Settings, link the job requisition template with the configured route map.

NEW QUESTION # 30

Where are operator roles used? Note: There are 2 correct answers to this question.

- A. In Candidate Application template field-permissions
- B. In Job Requisition template mobile-fields
- C. In Candidate Profile template field-permissions
- D. In requisition Route Maps

Answer: A,D

NEW QUESTION # 31

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