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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q50-Q55):

NEW QUESTION # 50

Which of the following location object data will populate into the job posting details when using the Map to Location Foundation

Object field completion rule for Location in Recruiting Posting? Note: There are 3 correct answers to this question.

- A. Language
- B. State/Province
- C. Postcode
- D. Country/Region
- E. Location

Answer: C,D,E

NEW QUESTION # 51

Which of the following attributes can be used when defining fields on the Application XML? Note: There are 3 correct answers to this question.

- A. sensitive
- B. anonymize
- C. data-field
- D. public
- E. visibility

Answer: A,B,D

NEW QUESTION # 52

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

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

Answer: C

NEW QUESTION # 53

If you want to create and send an offer to your candidate which of the following feature permissions do you enable? Note: There are 2 correct answers to this question.

- A. Background Check
- B. Offer Approval
- C. Offer Letter
- D. Interview Assessment

Answer: B,C

Explanation:

To create and send an offer to a candidate in SAP SuccessFactors Recruiting, the permissions for Offer Approval and Offer Letter must be enabled. These permissions allow the recruiter to initiate the offer process, complete any required approvals, and generate the offer letter for the candidate.

* Offer Approval (Option A): This permission enables the process of approving the offer, ensuring all necessary approvals are in place before the offer is sent to the candidate.

* Offer Letter (Option C): This permission allows the recruiter to create and generate the offer letter document, which is then sent to the candidate.

* Steps to Configure:

* Go to Admin Center > Manage Permission Roles.

* Assign the Offer Approval and Offer Letter permissions to the appropriate user roles.

: SAP SuccessFactors Recruiting Management Implementation Guide - Offer Approval and Offer Letter Permissions.

Explanation of Incorrect Options:

Option B - Background Check: Background checks are related to candidate vetting, not the offer creation or approval process.

Option D - Interview Assessment: Interview assessment permissions are used for evaluating candidates, not for creating or sending

offers.

NEW QUESTION # 54

What triggers the country-specific overrides on an Application template?

- A. The country/region field used for candidate search filters in the Job Requisition template
- B. The country of the candidate captured in the Candidate Profile template
- C. The country of the candidate captured in the Application template
- D. The derived country field in the Job Requisition template

Answer: D

Explanation:

In the Application template, country-specific overrides are triggered based on the derived country field in the Job Requisition template. This field determines the location of the job and thereby activates any corresponding country-specific fields or configuration set in the application template.

Define Derived Country Field in Job Requisition Template:

The derived country field is specified in the Job Requisition template, allowing the system to determine which country-specific settings to apply.

Activate Country-Specific Overrides:

Once the derived country is identified, any predefined fields or layout adjustments for that country in the Application template are triggered.

Reference:

Explanation of Incorrect Options:

Option A and Option C: These options refer to fields in the Application and Candidate Profile templates, which do not trigger country overrides for the application itself.

Option D: The candidate search filters do not control overrides in the application template.

NEW QUESTION # 55

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