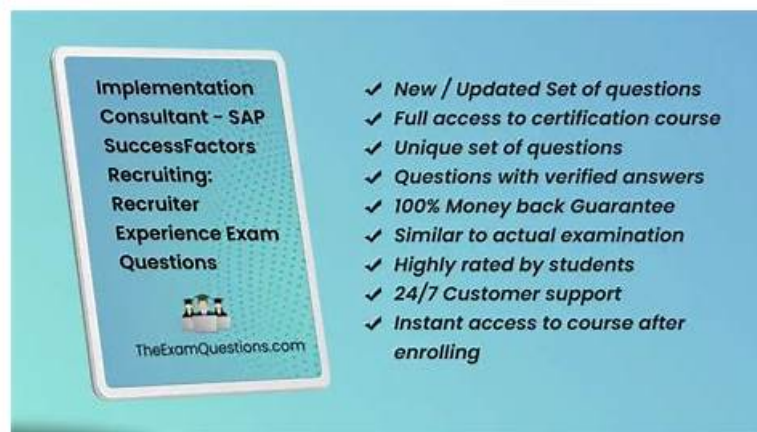


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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q21-Q26):

### NEW QUESTION # 21

You want to send a candidate an Ad-hoc e-mail but you CANNOT find the e-mail template you have configured. What could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The e-mail is NOT assigned to the correct e-mail trigger.
- B. The selected language is NOT correct.
- C. The e-mail is NOT linked to the correct e-mail notification template.
- D. The e-mail is NOT enabled.

Answer: B,D

Explanation:

In SAP SuccessFactors Recruiting, there are several possible reasons why an email template may not appear in the Ad-hoc email selection. Here's a detailed breakdown of the causes and solutions as per SuccessFactors Recruiting documentation:

\* Selected Language is NOT Correct (Option B):SAP SuccessFactors Recruiting offers multi-language support. When configuring email templates, each template can be defined in multiple languages. If a user selects a language for which the email template is not configured, the template will not be visible in the email selection options.

\* Steps to Check:

\* Go to Admin Center > Manage Recruiting Email Templates.

\* Open the desired email template and check if it has content for the language selected by the user.

\* Add the required translations for missing languages if needed.

: SAP SuccessFactors Recruiting Management Implementation Guide - Email Template Configuration section.

Email is NOT Enabled (Option C):For an email template to be accessible, it must be enabled in the system.

If the email template has not been enabled, it will not be available for ad-hoc use.

Steps to Enable:

Navigate to Admin Center > Manage Recruiting Email Templates.

Locate the template in question, open its settings, and verify if it is enabled. If it is not, select the option to enable it.

Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling Email Templates.

Explanation of Incorrect Options:

Option A - The email is NOT linked to the correct email notification template:Email notification templates and ad-hoc email templates function independently in SAP SuccessFactors Recruiting. Notification templates are used for automatic notifications triggered by specific actions, while ad-hoc templates are manually selected by users. This separation means that an ad-hoc email template does not need to be linked to a notification template.

Option D - The email is NOT assigned to the correct email trigger:Triggers are primarily used for system- generated notifications based on events, not for ad-hoc emails. Ad-hoc emails do not require a trigger to be visible to users, so this is not a relevant cause.

## NEW QUESTION # 22

Which of the following are characteristics of standard e-mail notification templates? Note: There are 2 correct answers to this question.

- A. Some templates are predefined for Recruiting.
- B. Some templates are shared with other modules.
- C. Standard templates can be deleted in Provisioning.
- D. All standard templates are enabled by default.

**Answer: A,B**

Explanation:

Standard email templates in SAP SuccessFactors have the following characteristics:

\* Shared with Other Modules (Option B):Some email templates are designed for use across multiple SAP SuccessFactors modules, such as Onboarding or Employee Central, and can be shared to streamline communication workflows.

: SAP SuccessFactors Email Templates Guide - Shared and Multi-Module Templates.

Predefined for Recruiting (Option C):SAP SuccessFactors provides a set of predefined templates tailored specifically for recruiting.

These templates support common recruiting actions, such as interview scheduling and application submission acknowledgments.

Reference: SAP SuccessFactors Recruiting Management Implementation Guide - Standard Email Templates.

Explanation of Incorrect Options:

Option A - Standard templates can be deleted in Provisioning: Standard templates cannot typically be deleted. They can be deactivated but remain in the system.

Option D - All standard templates are enabled by default: Not all templates are enabled by default; administrators must selectively enable and configure templates as needed.

## NEW QUESTION # 23

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

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

**Answer: A,B**

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.

#### **NEW QUESTION # 24**

How can cascading pre-screening questions be added into a customer's instance?

- A. Directly in the Application XML
- **B. Through the pre-screening questions import CSV file**
- C. Manually in the questions library
- D. Recruiting users can create cascading questions manually in their Preferences tab

**Answer: B**

Explanation:

Cascading pre-screening questions, which are questions that adapt based on previous responses, can be added to a customer's SAP SuccessFactors instance through the pre-screening questions import CSV file. This allows administrators to manage complex question setups that dynamically change based on candidate input.

Steps to Configure:

Prepare a CSV file containing the cascading questions and the conditions for each question.

Go to Admin Center > Import Pre-Screening Questions and upload the CSV file.

Reference:

Explanation of Incorrect Options:

Option A - Application XML: Pre-screening questions are not directly added to the Application XML.

Option C - Preferences Tab: Recruiting users cannot create cascading questions manually in their preferences.

Option D - Manually in the Questions Library: Cascading functionality is set up via CSV import, not manually in the question library.

#### **NEW QUESTION # 25**

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

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

**Answer: B,C**

Explanation:

In SAP SuccessFactors, recruiting groups are managed by users who hold the necessary administrative permissions. This ensures that individuals with relevant access can modify recruiting groups, which control user permissions for recruiting actions and processes.

\* Administrative Permissions Requirement:

\* Users with administrative permissions can access and edit existing recruiting groups, making adjustments to membership or permissions as necessary for recruiting functions.

: SAP SuccessFactors Recruiting Management User Guide - Managing and Editing Recruiting Groups.

Explanation of Incorrect Options:

Option A (Original creator): Recruiting groups are not restricted to the original creator for editing.

Option C and D: The requisition template creator and group members do not automatically have editing rights without administrative permissions.

## NEW QUESTION # 26

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