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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q55-Q60):

NEW QUESTION # 55
In Admin Center where would you configure the e-mail template that is associated with the requisition route map?

- A. E-mail Template Notification Settings
- B. Manage Recruiting Settings
- C. Manage Offer Letter Template
- D. Manage Recruiting Groups

Answer: A

Explanation:
To configure an email template associated with a requisition route map in SAP SuccessFactors Recruiting, administrators must use the E-mail Template Notification Settings. This is where email templates tied to various actions in the recruiting process, including requisition approval workflows (route maps), are managed and assigned.
* Steps to Configure:
* Go to Admin Center > E-mail Template Notification Settings.
* Within this section, locate the templates associated with requisition events or requisition route maps.
* Customize or assign the appropriate email template based on the route map stage or approval action for requisitions.
: SAP SuccessFactors Recruiting Management Implementation Guide - Requisition Route Map and Email Notifications sections.
Explanation of Incorrect Options:
Option A - Manage Recruiting Groups: This option is used to define recruiting groups for managing permissions across recruiting users, not for configuring email templates.
Option B - Manage Recruiting Settings: This setting allows configuration of general recruiting preferences but does not manage specific email templates.
Option C - Manage Offer Letter Template: This option is used exclusively for configuring offer letter templates, not requisition-related emails.

NEW QUESTION # 56
Which of the following fields would you map between the Candidate Profile and the People Profile? Note:
There are 2 correct answers to this question.

- A. Expected salary
- B. Professional membership
- C. Language skills
- D. Available start date

Answer: B,C

NEW QUESTION # 57
Why does a user need to wait to use a job board after it has been added from the Job Board Market Place?
Note: There are 2 correct answers to this question.

- A. The job board may need to activate the configuration.
- B. Posting Profiles need to be associated with a contract.
- C. Recruiting Posting may need to activate the configuration.
- D. Recruiting Posting needs to synchronize.

Answer: C,D

NEW QUESTION # 58
How many Application templates can be connected to one Job Requisition template?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: A

Explanation:
Each Job Requisition template in SAP SuccessFactors Recruiting can be associated with only one Application template. This one-to-one relationship allows for consistent data management and ensures that all candidates applying to a particular requisition follow the same application form structure.
* Configure Job Requisition to Application Template Mapping:
* As stated, only a single application template name can be referenced per job requisition template.
: SAP SuccessFactors Recruiting Management Configuration Guide - Job Requisition and Application Template Structure.

NEW QUESTION # 59
When building the sm-mapping between People Profile and Candidate Profile to which data model does the second field-id reference?

- A. Job Requisition template
- B. Candidate Profile template
- C. Candidate Data Model
- D. Succession Data Model

Answer: D

Explanation:
When setting up sm-mapping between the People Profile and the Candidate Profile, the second field-id in the mapping references the Succession Data Model. The Succession Data Model defines the fields used in the People Profile, and sm-mapping is used to align these fields with those in the Candidate Profile.
* sm-mapping Configuration:
* In the configuration, the first field-id refers to the Candidate Profile template, while the second field-id links to the corresponding field in the Succession Data Model for the People Profile.
* Purpose of sm-mapping:
* This mapping allows data synchronization between the Candidate Profile and People Profile, ensuring consistent data across the system.
: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring sm-mapping between Candidate Profile and People Profile.

NEW QUESTION # 60
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