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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q53-Q58):

NEW QUESTION # 53
You need to allow candidates to search for jobs in a specific country.What do you need to do?

- A. Configure a background element and map it to the Succession Data Model.
- B. Configure the derived country field and add it as a filter on the Internal and External Search settings.
- C. Configure the country field on the application template to allow candidates to search for jobs in their country.
- D. Configure a filter field and add it to the Internal and External Search settings.

Answer: D

**NEW QUESTION # 54**
You want to link a field in the job requisition to a field in the offer details template. What attribute do you use?

- A. template-type="job-req"
- B. template-type="Simple Job Requisition"
- C. template-type="job-requisition"
- D. template-type="job-JRDM"

**Answer: A**

Explanation:
When linking a field in the job requisition to a field in the offer details template, the correct attribute to use is template-type="job-req". This attribute specifies that the field being referenced is from the Job Requisition template and allows the offer details template to access and display that information.
Use template-type Attribute:
In the offer details template XML, include template-type="job-req" to link the field from the job requisition.
Save and Test:
After configuring, test the setup by creating an offer to verify that the linked field is correctly populated from the job requisition.
Reference:
Explanation of Incorrect Options:
The other template types listed do not apply for linking fields between the job requisition and offer details templates.

**NEW QUESTION # 55**
Which of the following are characteristics of standard e-mail notification templates? Note: There are 2 correct answers to this question.

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

**Answer: C,D**

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.
Reference:
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.
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 # 56**
When using Interview Central what is the Hiring Manager Note used for?

- A. To invite the hiring manager to the interview
- B. To save notes about the interviewee
- C. To give instructions to the interviewers
- D. To inform the recruiter about the hiring manager's decision

**Answer: C**

Explanation:

In Interview Central, the Hiring Manager Note feature allows the hiring manager to provide specific instructions or guidance for the interviewers. This note may include details about what to focus on during the interview, specific competencies to assess, or other relevant information to ensure the interview process is aligned with the job's requirements.

Purpose of Hiring Manager Note:

This note serves as a guideline for interviewers, enhancing the consistency and relevance of evaluations by focusing on key attributes the hiring manager deems important.

Reference:

Explanation of Incorrect Options:

Option A (To save notes about the interviewee): Notes about the interviewee are recorded separately by each interviewer.

Option B and Option D do not relate to the function of the Hiring Manager Note in Interview Central.

## NEW QUESTION # 57

Which of the following feature permissions are configured in the Job Requisition data model? Note: There are 2 correct answers to this question.

- A. Candidate Workbench
- B. Candidate questions
- C. Interview Assessment
- D. Mass Offers

**Answer: B,C**

## NEW QUESTION # 58

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