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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q28-Q33):

NEW QUESTION # 28

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note:

There are 2 correct answers to this question.

- A. IDoc
- **B. SOAP**
- C. RFC
- **D. OData**

Answer: B,D

Explanation:

SAP recommends OData and SOAP APIs for clean core integrations, as they are modern, standardized, and compatible with SAP's cloud-based solutions. These APIs help maintain a clean core by allowing data integrations without custom modifications to the core system.

* SOAP (Option C): SOAP is commonly used for integrations with SAP's enterprise applications, supporting reliable messaging and security features.

* OData (Option D): OData APIs are lightweight and RESTful, making them ideal for web and cloud integrations, particularly for SuccessFactors.

NEW QUESTION # 29

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

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

Answer: B,D

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 # 30

You have configured a custom field in the Job Requisition template and would like to use the custom field as a token in the Job Description and in the Recruiting E-mail templates.

How do you do this? Note: There are 2 correct answers to this question.

- A. Ensure the field is configured as a public field in the Job Requisition template.
- B. Configure the field as a reportable field within Provisioning > Configure Reportable Fields.
- **C. Add the field in the Job Requisition > Listing Layout Fields.**
- **D. Configure the field as token in Provisioning > Configure Custom Token Settings.**

Answer: C,D

NEW QUESTION # 31

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 # 32

In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note: There are 2 correct answers to this question.

- A. The Job Description library must be configured for each job family and role.
- B. Job Profile Builder must be configured.
- C. The competencies field must be defined in the Job Requisition template.
- D. Families and Roles are implemented and maintained with competencies mapped.

Answer: C,D

NEW QUESTION # 33

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