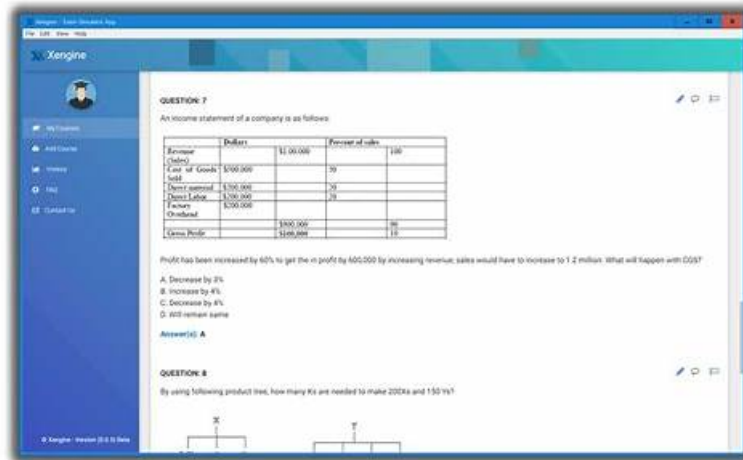


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q41-Q46):

NEW QUESTION # 41

Where are background elements mapped to synchronize the data between People Profile and the Candidate Profile?

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

Answer: B

Explanation:

Background elements, which allow for the capture of information such as previous employment or education, are mapped within the Candidate Profile template. This mapping supports synchronization between the People Profile and Candidate Profile.

* Steps to Configure:

* In the Candidate Profile template, define the mapping for background elements that should sync with the People Profile.

* This mapping will ensure that relevant candidate information flows between the profiles seamlessly.

: SAP SuccessFactors Recruiting Management and Employee Central Integration Guide - Synchronizing Background Elements.

Explanation of Incorrect Options:

Option A - Job Requisition Template: The requisition template does not handle candidate profile background mappings.

Option B - Succession Data Model: The Succession Data Model is unrelated to Candidate Profile background element mapping.

Option D - Application Template: Background elements are mapped specifically in the Candidate Profile template, not the Application template.

NEW QUESTION # 42

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

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

Answer: D

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.

Reference:

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 # 43

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

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

Answer: A,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 # 44

What happens when the Candidate Profile background element is mapped to the People Profile background element? Note: There are 2 correct answers to this question.

- A. Only standard elements pre-populate the Candidate Profile.
- B. The Candidate Profile data is populated to the People Profile.
- C. The People Profile data is populated to the Candidate Profile.
- D. Only the standard elements pre-populate in the People Profile.

Answer: A,B

NEW QUESTION # 45

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 Data Model
- C. Candidate Profile template
- 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.

NEW QUESTION # 46

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