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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q52-Q57):

NEW QUESTION # 52
Which actions are available from Manage Jobs after a job is posted with Recruiting Posting? Note: There are 2 correct answers to this question.

- A. Repost the job automatically after the expiration date.
- B. Remove a contract with a posting job board.
- C. Post the job to additional job boards.
- D. Remove the posting from all posting job boards.

Answer: C,D

Explanation:
Once a job is posted using Recruiting Posting, administrators have several actions available in the Manage Jobs section to further manage the job posting.
* Remove the Posting from All Job Boards (Option A):
* This action allows users to remove the job posting from all job boards where it was posted through Recruiting Posting. This feature is useful if a position needs to be closed or withdrawn before the posting expires.

* Post the Job to Additional Job Boards (Option B):
* After the initial posting, users can choose to post the job to additional job boards directly from the Manage Jobs interface, broadening the reach of the job posting as needed.
: SAP SuccessFactors Recruiting Posting Implementation Guide - Actions Available After Job Posting.
Explanation of Incorrect Options:
Option C (Remove a contract) and Option D (Repost automatically) are not available actions within Manage Jobs after a job is posted. Contracts are managed separately, and reposting after expiration typically requires manual configuration.

NEW QUESTION # 53
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. Mass Offers
- C. Candidate questions
- D. Interview Assessment

Answer: C,D

NEW QUESTION # 54
What token should be used to direct a candidate to an online offer?

- A. [[LOGIN_URL]]
- B. [[CAREER_SITE_URL]]
- C. [[CANDIDATE_OFFER_URL]]
- D. [[APPLICATION_PAGE_URL]]

Answer: C

Explanation:
The [[CANDIDATE_OFFER_URL]] token is used to direct a candidate to view their offer online in SAP SuccessFactors. When included in an email template, this token generates a link that directs the candidate to the online offer letter or offer acceptance page.
* Steps to Use:
* Insert the token [[CANDIDATE_OFFER_URL]] in the offer email template to ensure candidates can directly access their online offer.
: SAP SuccessFactors Recruiting Management Implementation Guide - Tokens for Offer Letters and Offer Emails.
Explanation of Incorrect Options:
Option B - [[LOGIN_URL]]: This token directs to the general login page, not the specific offer.
Option C - [[APPLICATION_PAGE_URL]]: This token is for accessing the application page, not the offer.
Option D - [[CAREER_SITE_URL]]: This token directs to the career site rather than the specific offer.

NEW QUESTION # 55
What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- A. The e-mail trigger needs to be enabled in the Admin Center.
- B. The J permission needs to be granted in the Candidate Application template.
- C. The e-mail trigger needs to be enabled in the Job Requisition template.
- D. An e-mail template needs to be assigned to the e-mail trigger.

Answer: A,D

Explanation:
To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:
* Assign an E-mail Template to the E-mail Trigger (Option A):Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.
* Steps:
* Go to Admin Center > Manage Recruiting E-mail Templates.

* Select and configure the email template that matches the trigger you want to activate.
* Assign the template to the relevant email trigger.
: SAP SuccessFactors Recruiting Management Implementation Guide - Setting up Email Triggers and Templates.
Enable the E-mail Trigger in the Admin Center (Option C):Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.
Steps:
Go to Admin Center > E-mail Notification Template Settings.
Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.
Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling E-mail Triggers.
Explanation of Incorrect Options:
Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.
Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

NEW QUESTION # 56

What happens if you set the candidate application attribute sensitive to "true"?

- A. The field is considered for purging of personally identifying data.
- B. The field is hidden unless an override is set.
- C. "Access or change this field" will be captured in the Read Audit Log.
- D. The field content is covered by ***

Answer: A

Explanation:

Setting the candidate application attribute sensitive to "true" marks the field for consideration in data purging routines. This is part of data privacy features where personal data is purged according to data retention and privacy policies.
* Functionality and Effects:
* When a field is marked sensitive, it is included in data purging processes to remove PII from the system after certain retention periods.
* This aligns with data protection regulations by ensuring PII is only retained as necessary.
: SAP SuccessFactors Recruiting Management Data Privacy Guide - Sensitive Data Handling and Data Purge.
Explanation of Incorrect Options:
Option A - "Access or change this field" will be captured in the Read Audit Log: This is more relevant to audit configuration than to data sensitivity settings.
Option C - The field content is covered by *: Masking the content is separate from marking data as sensitive.
Option D - The field is hidden unless an override is set: Marking a field as sensitive does not automatically hide it; it flags it for data purging.

NEW QUESTION # 57

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