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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q72-Q77):

NEW QUESTION # 72

How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

- A. Define the permissions in the Role-Based Permissions section in the Admin Center.
- B. Permission the J role for each field.
- C. Add the operators for each permission block.
- D. Set the permissions to write or read for each field.
- E. Assign a permission to a field for each status (pre-approved approved and closed).

Answer: C,D,E

Explanation:

In SAP SuccessFactors Recruiting, defining permissions for job requisition fields involves several key steps to ensure that the right users have the necessary read or write access for each field:

* Assign Permission for Each Status (Option A): Different statuses in the requisition lifecycle (pre- approved, approved, and closed) may require distinct permissions for fields.

* Add Operators for Each Permission Block (Option B): Define operators (e.g., recruiter, hiring manager) for each permission block, determining who can view or edit fields.

* Set Write or Read Permissions (Option D): Specify the level of access-either read or write-for each field based on the roles and statuses.

: SAP SuccessFactors Recruiting Management Data Model Guide - Field Permissions and Role Configurations.

Explanation of Incorrect Options:

Option C - Permission the J role: Permissions are assigned by field and operator, not a single role.

Option E - Role-Based Permissions in Admin Center: Job requisition field permissions are typically configured within the Job Requisition Data Model XML, not directly in Role-Based Permissions.

NEW QUESTION # 73

How can cascading pre-screening questions be added into a customer's instance?

- A. Through the pre-screening questions import CSV file
- B. Manually in the questions library
- C. Directly in the Application XML
- D. Recruiting users can create cascading questions manually in their Preferences tab

Answer: A

Explanation:

Cascading pre-screening questions, which are questions that adapt based on previous responses, can be added to a customer's SAP SuccessFactors instance through the pre-screening questions import CSV file. This allows administrators to manage complex question setups that dynamically change based on candidate input.

Steps to Configure:

Prepare a CSV file containing the cascading questions and the conditions for each question.

Go to Admin Center > Import Pre-Screening Questions and upload the CSV file.

Reference:

Explanation of Incorrect Options:

Option A - Application XML: Pre-screening questions are not directly added to the Application XML.

Option C - Preferences Tab: Recruiting users cannot create cascading questions manually in their preferences.

Option D - Manually in the Questions Library: Cascading functionality is set up via CSV import, not manually in the question library.

NEW QUESTION # 74

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish release management.
- B. Define roles and responsibilities as part of a process transformation office.
- C. Establish an organizational structure technical foundation and transformation methodology for clean core.
- D. Integrate clean core practices in the end-to-end value process chain.
- E. Establish regular housekeeping tasks and procedures.

Answer: A,D,E

Explanation:

SAP recommends several guiding principles to maintain a clean core in SAP environments, minimizing customizations that can complicate future upgrades and maintenance:

- * Establish Regular Housekeeping Tasks (Option A): Routine housekeeping ensures the system is free of obsolete data and configurations, improving performance and simplifying management.
 - * Establish Release Management (Option B): An organized release management strategy is crucial to streamline updates, maintain clean configurations, and prevent conflicting customizations.
 - * Integrate Clean Core Practices in the End-to-End Value Process Chain (Option D): Embedding clean core principles across all business processes helps maintain consistency, standardize operations, and ensure the long-term maintainability of the system.
- : SAP Clean Core Strategy Guide - Principles and Best Practices for SAP S/4HANA and SuccessFactors.

Explanation of Incorrect Options:

Option C - Define roles and responsibilities: While important, this is not a specific guiding principle for a clean core.

Option E - Establish organizational structure for clean core: This focuses more on team structure than on core system practices.

NEW QUESTION # 75

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

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

Answer: C

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 # 76

What action is possible within Interview Central?

- **A. Candidates can be rated based on a set of competencies.**
- B. The interviewer can extend the Offer Letter.
- C. Candidates can be moved to another status.
- D. The recruiter can invite the candidate to apply.

Answer: A

Explanation:

In Interview Central, interviewers have the ability to rate candidates based on a predefined set of competencies. This feature allows for structured assessment and consistent evaluation criteria across interviewers.

Steps to Use:

Within Interview Central, select the candidate and rate them on each of the competencies provided.

Ratings can be viewed and used to compare candidates across different competency areas.

Reference:

Explanation of Incorrect Options:

Option A - Move Candidates to Another Status: Status changes are typically done in the main candidate management view.
Option B - Extend Offer Letter: Offer letters are managed separately in the offer management process, not in Interview Central.
Option D - Invite Candidate to Apply: This is done outside of Interview Central.

NEW QUESTION # 77

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