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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q15-Q20):

NEW QUESTION # 15

You want to trigger e-mails by candidate status. Where is the trigger configured?

- A. In Edit Applicant Status Configuration
- B. In Recruiting E-mail Triggers
- C. In Manage Recruiting E-mail Templates
- D. In E-mail Notification Template Settings

Answer: A

Explanation:

To trigger emails by candidate status, the appropriate configuration is done in the Edit Applicant Status Configuration section. Here, administrators can define email notifications based on specific candidate status changes.

* Steps to Configure:

* Go to Admin Center > Edit Applicant Status Configuration.

* Select the relevant status and specify the email template to trigger for each status change.

* Save the configuration to ensure that emails are triggered automatically based on status changes.

: SAP SuccessFactors Recruiting Management Configuration Guide - Applicant Status and Email Triggers section.

Explanation of Incorrect Options:

Option B - In E-mail Notification Template Settings: This is for managing general email templates, not configuring status-based triggers.

Option C - In Recruiting E-mail Triggers: This option does not exist as a specific configuration area.

Option D - In Manage Recruiting E-mail Templates: This is used to manage email templates but does not control the triggering mechanism for candidate status changes

NEW QUESTION # 16

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

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

Answer: B,C,D

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 # 17

What must you do to request access to a customer's Provisioning?

- A. Enable Company Settings in Provisioning for the customer.
- B. Gain customer approval to access their instance.
- C. Have access to the customer's signed contract.
- D. Assign the customer to your Provisioning ID.

Answer: B

Explanation:

Access to a customer's Provisioning environment in SAP SuccessFactors requires prior authorization from the customer. Gaining customer approval is mandatory because Provisioning contains critical backend settings that can impact system functionality, configuration, and data security.

* Steps to Gain Access:

* Obtain explicit customer approval through official channels, often documented through emails or formal requests.

* This approval is necessary before logging into the customer's Provisioning instance, and it may also involve compliance with additional access protocols or agreements.

: SAP SuccessFactors Partner and Consultant Guidelines - Provisioning Access and Authorization.

Explanation of Incorrect Options:

Option A - Customer's signed contract: The signed contract does not provide access authorization to Provisioning.

Option C - Assign the customer to your Provisioning ID: Access is not obtained by assigning IDs; it requires specific approval.
Option D - Enable Company Settings in Provisioning: This is not an access requirement but a configuration task within Provisioning.

NEW QUESTION # 18

You have updated a standard field label in the Job Requisition template. However this change was NOT reflected when creating a new job requisition. What must be configured? Note: There are 2 correct answers to this question.

- A. The field label must be updated in Custom Token Settings in Provisioning.
- B. The field label must be updated in the permission section of the Job Requisition template.
- C. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.
- D. The field label must be updated in the Job Requisition template field definition.

Answer: C,D

Explanation:

C). The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center. SuccessFactors has a central place to manage labels for standard fields. This ensures consistency across the system. If you only change the label within the template, it will be overridden by this central setting.

D). The field label must be updated in the Job Requisition template field definition. You do need to update the field label within the template itself. This tells the template which label to pull from the central settings.

NEW QUESTION # 19

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 token in Provisioning > Configure Custom Token Settings.
- C. Configure the field as a reportable field within Provisioning > Configure Reportable Fields.
- D. Add the field in the Job Requisition > Listing Layout Fields.

Answer: B,C

Explanation:

To use a custom field as a token in Job Descriptions and Recruiting Email templates, certain configurations in Provisioning are required to ensure the field is recognized by the system as a token and is reportable.

* Configure as a Token in Provisioning (Option A):

* Go to Provisioning > Configure Custom Token Settings.

* Add the custom field to be used as a token, enabling its availability in job descriptions and email templates.

* Set as Reportable Field in Provisioning (Option D):

* In Provisioning > Configure Reportable Fields, configure the field to ensure it is available in reports and other templates, including email and requisition templates.

* Testing and Verification:

* After configuration, test the token in a job description or email template to ensure it displays correctly.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Custom Tokens and Reportable Fields.

Explanation of Incorrect Options:

Option B: Listing Layout Fields relates to display settings on the job listing and does not impact token functionality.

Option C: Making the field public does not automatically configure it as a token.

NEW QUESTION # 20

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