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Recruiting: Recruiter Experience Sample Questions (Q10-Q15):

NEW QUESTION # 10
Which templates can be linked to the Offer Details template? Note: There are 2 correct answers to this question.

- A. Candidate Application template
- B. Succession template
- C. Candidate Profile template
- D. Job Requisition template

Answer: A,D

Explanation:
In SAP SuccessFactors Recruiting, the Offer Details template can link to the Job Requisition template and Candidate Application template. This linkage helps populate offer details based on requisition and candidate-specific data.
* Job Requisition Template (Option B):The offer details can draw job-specific information from the requisition template, such as job title and compensation.
* Candidate Application Template (Option C):Data from the candidate's application can also be included, allowing personalized offer content based on the candidate's information.
: SAP SuccessFactors Recruiting Management Implementation Guide - Linking Offer Details with Other Templates.
Explanation of Incorrect Options:
Option A - Candidate Profile template: This template is separate and does not directly link with the Offer Details template.
Option D - Succession template: This is used in SAP SuccessFactors Succession Planning, not Recruiting.

NEW QUESTION # 11
Which of the following fields would you map between the Candidate Profile and the People Profile? Note:
There are 2 correct answers to this question.

- A. Expected salary
- B. Language skills
- C. Available start date
- D. Professional membership

Answer: B,D

NEW QUESTION # 12
Where are background elements mapped to synchronize the data between People Profile and the Candidate Profile?

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

Answer: A

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.
Reference:
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 # 13

In order to associate a Job Requisition to an approval workflow what must be done? Note: There are 2 correct answers to this question.

Solution:

A. **Configure Route Map in Admin Center**
A Route Map (which defines the approval workflow) must be created and configured via **Admin Center → Manage Route Maps**. This outlines the approval steps such as Originator → Hiring Manager → Recruiter

Reference : https://learning.sap.com/

B. **Associate Route Map to Job Requisition**
After creating it, you must associate the Route Map with the relevant Job Requisition template under **Form Template Settings** to connect the workflow to the requisition.

Reference : https://learning.sap.com/

- A. Multiple Route Maps can be associated to one Job Requisition template.
- B. A business rule to trigger the approval workflow must be created in Admin Center > Configure Business Rules.
- C. The Job Requisition must be associated to the appropriate Route Map in Form Template Settings.
- D. A Route Map must be created and configured in Admin Center.

Answer: C,D

Explanation:
To associate a Job Requisition with an approval workflow, administrators need to configure route maps properly within SAP SuccessFactors Recruiting:
Associate the Job Requisition with a Route Map in Form Template Settings (Option A):
Link the job requisition template with a route map to enable workflow approval.
Create and Configure a Route Map in Admin Center (Option B):
The route map must be configured to outline the steps and approvers in the approval workflow for the job requisition.
Steps to Configure:
In Admin Center > Manage Route Maps, create and configure the route map with the desired approval steps.
In Admin Center > Form Template Settings, link the job requisition template with the configured route map.
Reference:
Explanation of Incorrect Options:
Option C - Create a Business Rule: Business rules are not required for associating a job requisition to a route map.
Option D - Multiple Route Maps per Job Requisition Template: Only one route map can be assigned to a job requisition template.

NEW QUESTION # 14

When defining feature-permissions in the Job Requisition template which information is required? Note: There are 3 correct answers to this question.

- A. Applicant Status Name
- B. Operator Role
- C. Field ID
- D. Applicant Status Label
- E. Feature Type

Answer: A,B,E

NEW QUESTION # 15

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