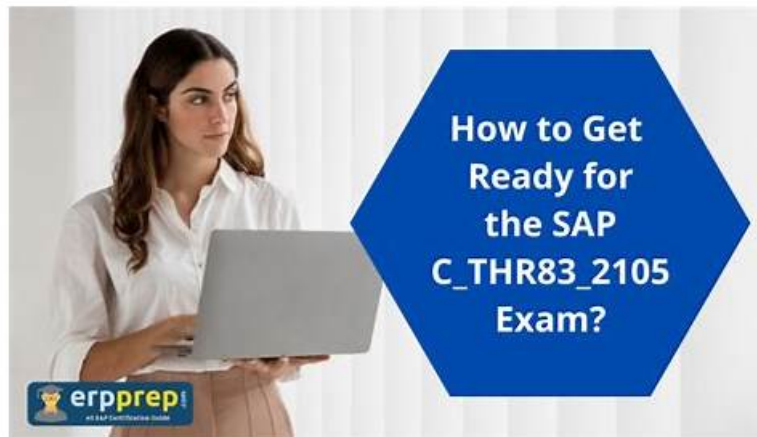


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q79-Q84):

NEW QUESTION # 79

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

Answer: A,B

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 # 80

What happens when a job board is marked as preselect?

- A. The job board is available for the Posting Profile and the job will be posted to this job board if NOT removed from the list during the posting process.
- B. The job board is available for the Posting Profile and the job must be posted to this job board.
- C. The job board is available for the Posting Profile but the job does NOT have to be posted to this job board.

Answer: C

NEW QUESTION # 81

What is the effect of activating the Profile Before Application feature?

- A. A candidate needs to complete their profile before being able to send an application.
- B. A candidate's application can be admitted late to the selection process.
- C. A candidate needs to complete their profile before being able to search for a position.
- D. The registration via LinkedIn on career sites is now available.

Answer: A

Explanation:

When the Profile Before Application feature is activated in SAP SuccessFactors Recruiting, candidates are required to complete their profile information before submitting a job application. This feature ensures that key candidate details are collected upfront, providing recruiters with a more complete candidate profile from the outset.

Candidate Profile Completion Requirement:

Candidates are prompted to fill out their profile details, such as work experience, education, and personal information, prior to applying for a position. This step must be completed before the application process can continue.

Benefits of Profile Before Application:

Ensures standardized candidate data for all applications.

Saves time by reducing repetitive data entry for candidates applying for multiple positions.

Reference:

Explanation of Incorrect Options:

Option A: Profile completion is required before sending an application, not before searching.

Option C: LinkedIn registration is unrelated to this feature.

Option D: Profile Before Application does not influence the timing of application admission.

NEW QUESTION # 82

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.

Reference:

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 # 83

Which fields have a pull-down or "find value" where the values are configured directly in the Job Requisition field definition?

- A. Enum
- B. Derived
- C. Instruction
- D. Bool

Answer: A

Explanation:

In SAP SuccessFactors Recruiting, fields of type Enum (enumeration) are configured with pre-defined options directly in the Job Requisition template's field definition. These options are displayed as a dropdown or pull-down menu in the requisition form.

* Enum Field Type:

* An Enum field allows users to select from a list of values configured directly in the Job Requisition template, providing a user-friendly interface for data entry.

: SAP SuccessFactors Recruiting Management Implementation Guide - Field Types and Enum Field Configuration in Job Requisition Templates.

Explanation of Incorrect Options:

Instruction: This field type is used for informational text rather than a selectable list.

Derived: Derived fields are calculated based on other data, not a dropdown selection.

Bool: Bool fields are for binary options (true/false), not multiple selectable values.

NEW QUESTION # 84

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