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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q14-Q19):

### NEW QUESTION # 14

You have only granted read permissions to the G role in the pre-approved status. However the Hiring Manager can still edit some fields in the pre-approved status upon testing.

What could have caused this problem?

- A. The V role has write permissions for these fields.
- B. The G role has write permissions for these fields in the approved status and closed status.
- C. The J role has write permissions for these fields.
- D. The G role has edit permissions for these fields via the Role-Based Permission settings.

**Answer: A**

### NEW QUESTION # 15

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

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

**Answer: C**

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.

Reference:

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 # 16

A user wants to start a Recruiting Posting job posting. What must occur before the posting process can begin? Note: There are 3 correct answers to this question.

- A. A job board configuration must be validated for the job board.
- B. The Recruiting user must be assigned to one Recruiting Posting group.
- C. At least one posting profile must be associated to the Recruiting user.
- D. The Manage Recruiting Posting permission must be activated.
- E. The position must be posted to the external Career Site.

**Answer: A,C,D**

Explanation:

Before a Recruiting Posting job posting can begin, certain prerequisites must be in place to ensure that the user has the necessary configuration and access:

Posting Profile Association (Option A):

The Recruiting user must have at least one posting profile associated with them. Posting profiles define job board configurations and access rights, linking the user to specific posting options.

Job Board Configuration Validation (Option C):

Each job board used in Recruiting Posting requires proper configuration, including access credentials and other necessary data, to allow successful job posting.

Manage Recruiting Posting Permission (Option E):

The Manage Recruiting Posting permission must be enabled for the user, allowing them to initiate and manage job postings across job boards.

Reference:

Explanation of Incorrect Options:

Option B: Posting to an external career site is not a prerequisite for using Recruiting Posting.

Option D: Assigning a Recruiting Posting group is not a requirement to begin the posting process, although it can be used for organizational purposes.

## NEW QUESTION # 17

Who can edit an existing recruiting group?

- A. The original creator of the requisition template
- B. The original creator of the recruiting group
- C. All members of the recruiting group
- D. All users with appropriate administrative permissions

**Answer: D**

Explanation:

In SAP SuccessFactors, recruiting groups are managed by users who hold the necessary administrative permissions. This ensures that individuals with relevant access can modify recruiting groups, which control user permissions for recruiting actions and processes.

Administrative Permissions Requirement:

Users with administrative permissions can access and edit existing recruiting groups, making adjustments to membership or permissions as necessary for recruiting functions.

Reference:

Explanation of Incorrect Options:

Option A (Original creator): Recruiting groups are not restricted to the original creator for editing.

Option C and D: The requisition template creator and group members do not automatically have editing rights without administrative permissions.

### NEW QUESTION # 18

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. IDoc
- B. RFC
- C. SOAP
- D. OData

**Answer: C,D**

Explanation:

SAP recommends OData and SOAP APIs for clean core integrations, as they are modern, standardized, and compatible with SAP's cloud-based solutions. These APIs help maintain a clean core by allowing data integrations without custom modifications to the core system.

SOAP (Option C):

SOAP is commonly used for integrations with SAP's enterprise applications, supporting reliable messaging and security features.

OData (Option D):

OData APIs are lightweight and RESTful, making them ideal for web and cloud integrations, particularly for SuccessFactors.

Reference:

Explanation of Incorrect Options:

Option A - IDoc: IDocs are used for traditional SAP ERP integrations but are not recommended for maintaining a clean core in cloud environments.

Option B - RFC: RFCs are legacy interfaces and not recommended for cloud-based or clean core strategies.

### NEW QUESTION # 19

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