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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q29-Q34):

### NEW QUESTION # 29

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

**Answer: A,C**

### NEW QUESTION # 30

How do you make custom fields reportable? Note: There are 2 correct answers to this question.

- A. Define the public="true" attribute in the template.
- B. Define the fields in the template.
- C. Define the fields as reportable in the template.
- D. Add the fields in Provisioning and synchronize the data.

**Answer: B,D**

### NEW QUESTION # 31

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 content is covered by \*\*\*
- D. The field is considered for purging of personally identifying data.

**Answer: D**

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 # 32

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

**Answer: B,C**

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 # 33**

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

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

**Answer: A,B,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.

Reference:

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 # 34

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