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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q69-Q74):

NEW QUESTION # 69

Who can edit an existing recruiting group?

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

Answer: A

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 # 70

When defining the field attribute overrides in the Application XML which of the following attributes determine which override(s) should trigger? Note: There are 2 correct answers to this question.

- A. Country of the candidate
- B. **Country of the Job**
- C. **Applicant type**
- D. State/Province of the Job Posting

Answer: B,C

Explanation:

When defining field attribute overrides in the Application XML, certain attributes determine which overrides will trigger. These include:

* Country of the Job (Option B): The location of the job posting is a common condition for overrides, especially for compliance with country-specific regulations.

* Applicant Type (Option D): Overrides can be based on the applicant type (e.g., internal or external candidate), as different application processes may apply to different applicant types.

: SAP SuccessFactors Recruiting Management XML Configuration Guide - Field Attribute Overrides.

Explanation of Incorrect Options:

Option A - State/Province of the Job Posting: This level of geographic specificity is not typically used for XML overrides.

Option C - Country of the Candidate: Overrides are generally configured based on job location rather than candidate location.

NEW QUESTION # 71

What triggers the country-specific overrides on an Application template?

- A. The country/region field used for candidate search filters in the Job Requisition template
- B. The country of the candidate captured in the Candidate Profile template
- C. The country of the candidate captured in the Application template
- D. **The derived country field in the Job Requisition template**

Answer: D

Explanation:

In the Application template, country-specific overrides are triggered based on the derived country field in the Job Requisition template. This field determines the location of the job and thereby activates any corresponding country-specific fields or configuration set in the application template.

Define Derived Country Field in Job Requisition Template:

The derived country field is specified in the Job Requisition template, allowing the system to determine which country-specific settings to apply.

Activate Country-Specific Overrides:

Once the derived country is identified, any predefined fields or layout adjustments for that country in the Application template are triggered.

Reference:

Explanation of Incorrect Options:

Option A and Option C: These options refer to fields in the Application and Candidate Profile templates, which do not trigger country overrides for the application itself.

Option D: The candidate search filters do not control overrides in the application template.

NEW QUESTION # 72

Which of the following attributes can be used when defining fields on the Application XML?

Note: There are 3 correct answers to this question.

- A. anonymize
- B. data-field
- C. public
- D. sensitive
- E. visibility

Answer: A,C,D

NEW QUESTION # 73

What triggers the country-specific overrides on an Application template?

- A. The country/region field used for candidate search filters in the Job Requisition template
- B. The country of the candidate captured in the Candidate Profile template
- C. The country of the candidate captured in the Application template
- D. The derived country field in the Job Requisition template

Answer: D

Explanation:

In the Application template, country-specific overrides are triggered based on the derived country field in the Job Requisition template. This field determines the location of the job and thereby activates any corresponding country-specific fields or configuration set in the application template.

* Define Derived Country Field in Job Requisition Template:

* The derived country field is specified in the Job Requisition template, allowing the system to determine which country-specific settings to apply.

* Activate Country-Specific Overrides:

* Once the derived country is identified, any predefined fields or layout adjustments for that country in the Application template are triggered.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Country-Specific Overrides in Application Templates.

Explanation of Incorrect Options:

Option A and Option C: These options refer to fields in the Application and Candidate Profile templates, which do not trigger country overrides for the application itself.

Option D: The candidate search filters do not control overrides in the application template.

NEW QUESTION # 74

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