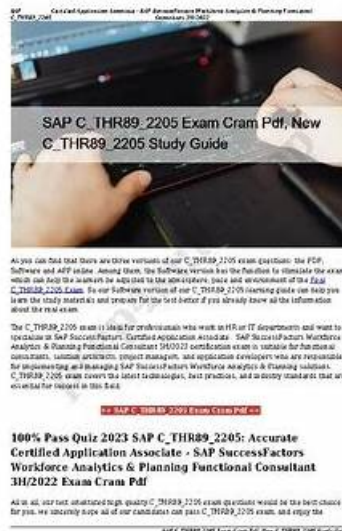


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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q72-Q77):

#### NEW QUESTION # 72

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

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

**Answer: B**

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 # 73

What is the Anonymize Attribute intended for?

- A. To display candidate facing fields in the application
- B. To hide personal identifiable information
- **C. To mark data as sensitive for read and change logging audits**
- D. To trigger the country override in the application

**Answer: C**

#### NEW QUESTION # 74

After testing the configuration of the Job Requisition and Applicant Status Set you realize the candidate is NOT able to see the pre-screening questions that have been added to the Job Requisition when initially applying to the position.

What could have caused this issue?

- A. The multi-stage application environment is enabled and the appropriate feature-permission has NOT been configured in the Job Requisition template.
- B. The single stage application environment is causing the issue.
- **C. The multi-stage application environment is enabled and the field-permission has NOT been included in the Candidate Application template.**
- D. The appropriate feature-permission does NOT include the Recruiter role.

**Answer: C**

#### NEW QUESTION # 75

The (S) Sourcer operator has a field permission taken away but the V operator gives permission to that field. The (S) Sourcer is an approver in the Route Map. What is the result?

- A. It depends on the order in which the permissions were configured.
- B. The V permission is irrelevant in this situation.
- C. The V permission causes the S permission to only allow for reporting of the field in questions .
- **D. The V permission overrides the taken away S permission.**

**Answer: D**

#### NEW QUESTION # 76

What are the options to implement an offer approval? Note: There are 2 correct answers to this question.

- A. It can be implemented to contain offer letter tokens.
- **B. It can be implemented to include a pre-configured workflow approval.**
- C. It can be implemented to link the offer to the candidate profile.
- **D. It can be implemented to be used on a mobile device.**

**Answer: B,D**

Explanation:

A). It can be implemented to include a pre-configured workflow approval. Offer approval processes often involve multiple stakeholders (HR, hiring manager, etc.). A pre-configured workflow ensures the offer moves through the necessary approval steps in the correct order.

C). It can be implemented to be used on a mobile device.

Modern HR systems and offer management tools often have mobile functionality. This allows approvers to review and approve offers on the go, speeding up the process.

#### NEW QUESTION # 77

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