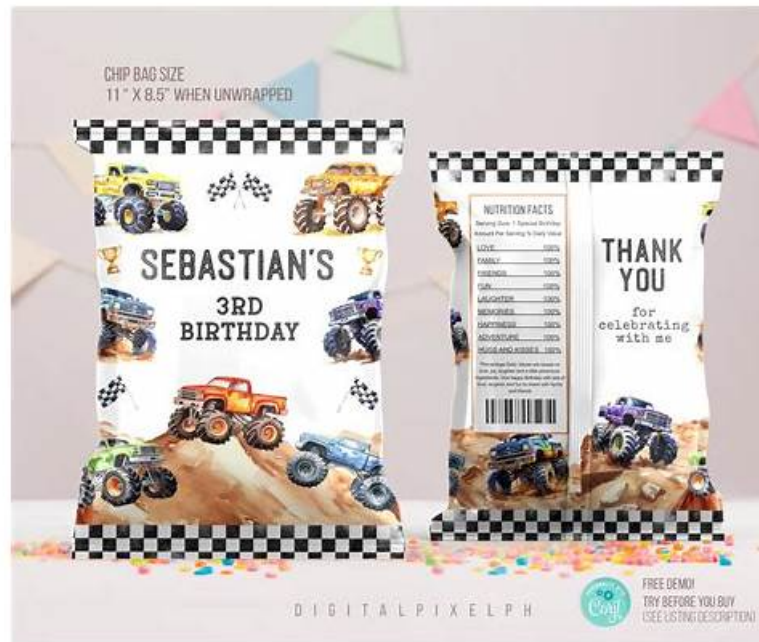


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q39-Q44):

NEW QUESTION # 39

A Recruiter CANNOT see the status "Phone Screening".

Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The status "Phone Screening" is NOT enabled in the Job Requisition template.
- B. The status "Phone Screening" is NOT set as Visible by the Recruiter.
- C. The status "Phone Screening" is NOT enabled in the Talent Pipeline.
- D. The status "Phone Screening" is set as "hidden" in the Application template.

Answer: B,C

Explanation:

If a recruiter cannot see the "Phone Screening" status, it could be due to the following reasons:

* Status Not Enabled in the Talent Pipeline (Option A): The Talent Pipeline is configured to control the visibility and sequence of application statuses. If "Phone Screening" is not enabled in the Talent Pipeline, it will not appear in the recruiting workflow.

* Status Not Visible to the Recruiter (Option D): Visibility settings control who can view each status. If

"Phone Screening" is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.

* Steps to Check:

* Go to Admin Center > Edit Applicant Status Configuration and ensure that "Phone Screening" is enabled in the pipeline and set as visible to the recruiter role.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Talent Pipeline and Status Visibility.

Explanation of Incorrect Options:

Option B - Status in Job Requisition Template: Status visibility is configured in the Talent Pipeline, not the Job Requisition template.

Option C - Hidden in Application Template: Statuses are not managed within the Application template; they are controlled in the Talent Pipeline.

NEW QUESTION # 40

You want to trigger e-mails by candidate status. Where is the trigger configured?

- A. In Manage Recruiting E-mail Templates
- **B. In Edit Applicant Status Configuration**
- C. In Recruiting E-mail Triggers
- D. In E-mail Notification Template Settings

Answer: B

Explanation:

To trigger emails by candidate status, the appropriate configuration is done in the Edit Applicant Status Configuration section. Here, administrators can define email notifications based on specific candidate status changes.

* Steps to Configure:

* Go to Admin Center > Edit Applicant Status Configuration.

* Select the relevant status and specify the email template to trigger for each status change.

* Save the configuration to ensure that emails are triggered automatically based on status changes.

: SAP SuccessFactors Recruiting Management Configuration Guide - Applicant Status and Email Triggers section.

Explanation of Incorrect Options:

Option B - In E-mail Notification Template Settings: This is for managing general email templates, not configuring status-based triggers.

Option C - In Recruiting E-mail Triggers: This option does not exist as a specific configuration area.

Option D - In Manage Recruiting E-mail Templates: This is used to manage email templates but does not control the triggering mechanism for candidate status changes

NEW QUESTION # 41

In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note:

There are 2 correct answers to this question.

- **A. Families and Roles are implemented and maintained with competencies mapped.**
- B. The Job Description library must be configured for each job family and role.
- **C. The competencies field must be defined in the Job Requisition template.**
- D. Job Profile Builder must be configured.

Answer: A,C

NEW QUESTION # 42

Which buttons are configured in the Job Requisition template? Note: There are 3 correct answers to this question.

- **A. Close Job Requisition**

- B. Reopen Job Requisition
- C. Link Child Requisition
- D. Print Job Requisition
- E. Delete Job Requisition

Answer: A,B,C

Explanation:

The Job Requisition template in SAP SuccessFactors allows configuration of various buttons that control actions users can take on job requisitions. Each button provides functionality that can be managed or restricted based on role permissions.

Reopen Job Requisition (Option A):

This button allows users to reopen a requisition that was previously closed. Access is configured in the Job Requisition template.

Link Child Requisition (Option C):

This button enables users to link a requisition to a related or dependent requisition, often used in cases of large hiring initiatives.

Close Job Requisition (Option E):

The Close Job Requisition button is configured to allow the closure of open requisitions, typically by recruiters or administrators based on permissions.

Reference:

Explanation of Incorrect Options:

Print Job Requisition and Delete Job Requisition are not configurable buttons within the standard Job Requisition template settings.

NEW QUESTION # 43

You need to allow candidates to search for jobs in a specific country. What do you need to do?

- A. Configure a background element and map it to the Succession Data Model.
- B. Configure the derived country field and add it as a filter on the Internal and External Search settings.
- C. Configure a filter field and add it to the Internal and External Search settings.
- D. Configure the country field on the application template to allow candidates to search for jobs in their country.

Answer: C

NEW QUESTION # 44

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