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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q10-Q15):

NEW QUESTION # 10

How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

- A. Define the permissions in the Role-Based Permissions section in the Admin Center.
- B. Assign a permission to a field for each status (pre-approved approved and closed).
- C. Set the permissions to write or read for each field.
- D. Permission the J role for each field.
- E. Add the operators for each permission block.

Answer: B,C,E

Explanation:

In SAP SuccessFactors Recruiting, defining permissions for job requisition fields involves several key steps to ensure that the right users have the necessary read or write access for each field:

- * Assign Permission for Each Status (Option A): Different statuses in the requisition lifecycle (pre- approved, approved, and closed) may require distinct permissions for fields.
- * Add Operators for Each Permission Block (Option B): Define operators (e.g., recruiter, hiring manager) for each permission block, determining who can view or edit fields.
- * Set Write or Read Permissions (Option D): Specify the level of access—either read or write—for each field based on the roles and statuses.

: SAP SuccessFactors Recruiting Management Data Model Guide - Field Permissions and Role Configurations.

Explanation of Incorrect Options:

Option C - Permission for the J role: Permissions are assigned by field and operator, not a single role.

Option E - Role-Based Permissions in Admin Center: Job requisition field permissions are typically configured within the Job Requisition Data Model XML, not directly in Role-Based Permissions.

NEW QUESTION # 11

Which object type is recommended to be configured with the multi-selection attribute?

Solution:

The correct answer is **C. Location Foundation Object**.

As per SAP Learning documentation, several Foundation Object (FO) and Generic Object (GO) fields can be configured with the multi-select attribute. A typical use case is when a job requisition spans multiple locations—in which case the **Location Foundation Object** is set as an mfield with `multiselect = true` to allow users to select more than one location

Reference : <https://learning.sap.com/>

Hence, among the given options, the **Location Foundation Object** is the recommended object type for enabling the multi-select attribute.

- A. No objects can use the multi-select attribute
- B. Division Generic Object
- **C. Location Foundation Object**
- D. Department Generic Object

Answer: C

NEW QUESTION # 12

What happens if you set the candidate application attribute sensitive to "true"?

- A. The field content is covered by ***
- **B. The field is considered for purging of personally identifying data.**
- C. The field is hidden unless an override is set.
- D. "Access or change this field" will be captured in the Read Audit Log.

Answer: B

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 # 13

How can cascading pre-screening questions be added into a customer's instance?

- A. Directly in the Application XML
- B. Manually in the questions library
- **C. Through the pre-screening questions import CSV file**
- D. Recruiting users can create cascading questions manually in their Preferences tab

Answer: C

Explanation:

Cascading pre-screening questions, which are questions that adapt based on previous responses, can be added to a customer's SAP SuccessFactors instance through the pre-screening questions import CSV file. This allows administrators to manage complex question setups that dynamically change based on candidate input.

Steps to Configure:

Prepare a CSV file containing the cascading questions and the conditions for each question.

Go to Admin Center > Import Pre-Screening Questions and upload the CSV file.

Reference:

Explanation of Incorrect Options:

Option A - Application XML: Pre-screening questions are not directly added to the Application XML.

Option C - Preferences Tab: Recruiting users cannot create cascading questions manually in their preferences.

Option D - Manually in the Questions Library: Cascading functionality is set up via CSV import, not manually in the question library.

NEW QUESTION # 14

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

Answer: B

NEW QUESTION # 15

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