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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q57-Q62):

NEW QUESTION # 57
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. The competencies field must be defined in the Job Requisition template.
- B. Job Profile Builder must be configured.
- C. Families and Roles are implemented and maintained with competencies mapped.
- D. The Job Description library must be configured for each job family and role.

Answer: A,C

NEW QUESTION # 58
You want to trigger e-mails by candidate status. Where is the trigger configured?

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

Answer: C

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 # 59
Which of the following feature permissions are configured in the Job Requisition data model? Note: There are 2 correct answers to this question.

- A. Mass Offers
- B. Interview Assessment
- C. Candidate Workbench
- D. Candidate questions

Answer: B,D

NEW QUESTION # 60
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. sensitive
- B. visibility
- C. anonymize
- D. public
- E. data-field

Answer: A,C,D

NEW QUESTION # 61
Who can edit an existing recruiting group?

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

Answer: D

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.
: SAP SuccessFactors Recruiting Management User Guide - Managing and Editing Recruiting Groups.
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 # 62

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