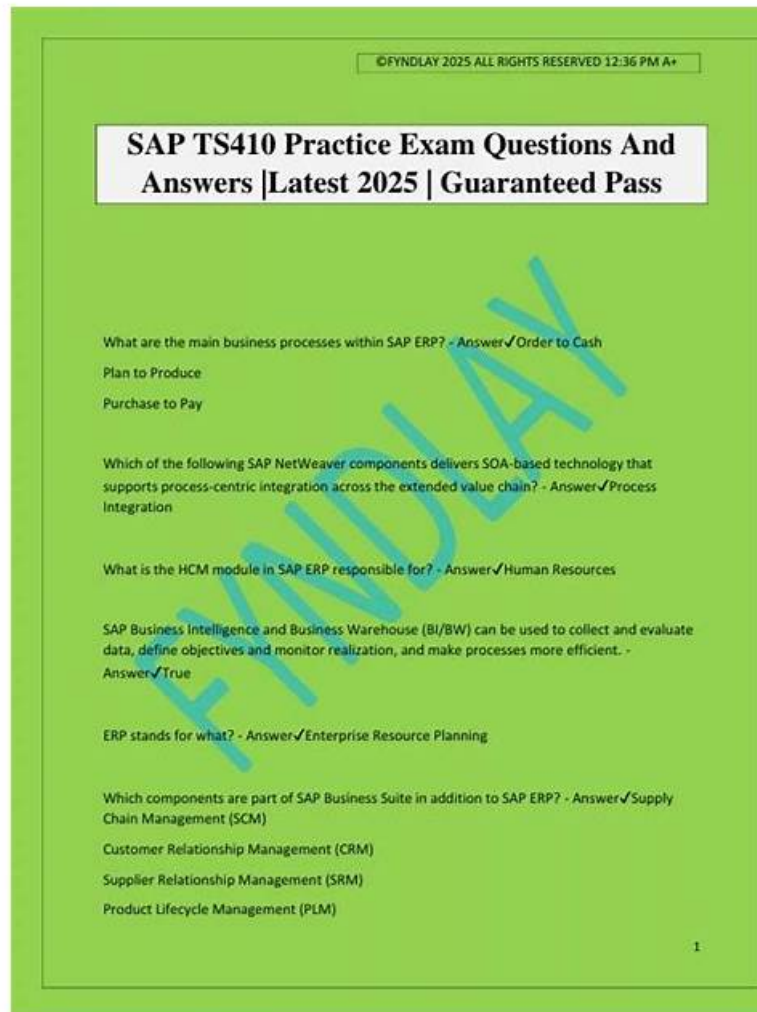


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q13-Q18):

NEW QUESTION # 13

Why does a user need to wait to use a job board after it has been added from the Job Board Market Place?

Note: There are 2 correct answers to this question.

- A. Recruiting Posting may need to activate the configuration.
- B. Recruiting Posting needs to synchronize.
- C. The job board may need to activate the configuration.
- D. Posting Profiles need to be associated with a contract.

Answer: A,B

NEW QUESTION # 14

When creating multi-stage application permission blocks which of the following must be defined in the permission? Note: There are 2 correct answers to this question.

- A. Applicant type
- B. Permission type (read or write)
- C. Status label
- D. Operator

Answer: B,D

Explanation:

In multi-stage application settings, each permission block must define certain elements to control access for different stages of the application process:

* Operator (Option A):The operator refers to users involved in the recruiting process, such as hiring managers, recruiters, and approvers. Each permission block must define the operator to specify who has access to the application stage.

* Steps:

* Go to Admin Center > Manage Recruiting Roles.

* Configure each operator's access to the relevant stage.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Multi-Stage Application Permissions.

Permission Type (read or write) (Option C):Each permission block must also specify the type of access- either read or write- allowing you to control who can view or edit application information at a given stage.

Steps:

In the Application Template XML, define the read/write access for each stage and operator.

Reference: SAP SuccessFactors Recruiting Management Implementation Guide - Permission Types in Application Templates.

Explanation of Incorrect Options:

Option B: Applicant type does not need to be specified in each permission block; permissions are applied based on stages and roles.

Option D: Status labels are not required in permission blocks; they are typically used for candidate status tracking.

NEW QUESTION # 15

Where can you find a list of all job boards available through Recruiting Posting? Note: There are 2 correct answers to this question.

- A. My job boards
- B. Job Board Market Place
- C. My school job boards
- D. Job Board catalogue on SAP Jams and Communities

Answer: B,D

Explanation:

The list of available job boards for Recruiting Posting can be found in two primary locations:

Job Board Market Place (Option C):

This feature within Recruiting Posting allows users to view, select, and manage job boards available for posting.

Job Board Catalogue on SAP Jams and Communities (Option D):

SAP Jams and Communities provide a comprehensive catalogue of job boards available through Recruiting Posting, along with detailed descriptions.

Reference:

Explanation of Incorrect Options:

Option A - My school job boards: This is not a standard feature for accessing all job boards.

Option B - My job boards: This refers to job boards specifically selected by the user, not the full catalogue.

NEW QUESTION # 16

How are an interviewer's ratings of an applicant displayed to a recruiter? Note: There are 2 correct answers to this question.

- A. As a percentage
- B. As recommended or not recommended
- C. As an average rating for each competency
- D. As approved or declined

Answer: B,C

Explanation:

In SAP SuccessFactors Recruiting, interviewers' ratings for an applicant are displayed to recruiters in specific formats, including:

* Average Rating for Each Competency (Option A):

* In Interview Central, interviewers rate candidates based on defined competencies, and these ratings are averaged across all interviewers. This average score per competency gives recruiters an at-a-glance view of the candidate's performance.

* Recommendation Status (Option B):

* Interviewers can also provide an overall recommendation, such as "Recommended" or "Not Recommended," which is displayed to recruiters, helping them assess whether the candidate is a good fit based on feedback from interviewers.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring and Using Interview Central.

Explanation of Incorrect Options:

C (As a percentage) and D (As approved or declined) are not applicable formats for displaying interviewer ratings in SAP SuccessFactors Recruiting.

NEW QUESTION # 17

What must you do to request access to a customer's Provisioning?

- A. Assign the customer to your Provisioning ID.
- B. Gain customer approval to access their instance.
- C. Enable Company Settings in Provisioning for the customer.
- D. Have access to the customer's signed contract.

Answer: B

Explanation:

Access to a customer's Provisioning environment in SAP SuccessFactors requires prior authorization from the customer. Gaining customer approval is mandatory because Provisioning contains critical backend settings that can impact system functionality, configuration, and data security.

Steps to Gain Access:

Obtain explicit customer approval through official channels, often documented through emails or formal requests.

This approval is necessary before logging into the customer's Provisioning instance, and it may also involve compliance with additional access protocols or agreements.

Reference:

Explanation of Incorrect Options:

Option A - Customer's signed contract: The signed contract does not provide access authorization to Provisioning.

Option C - Assign the customer to your Provisioning ID: Access is not obtained by assigning IDs; it requires specific approval.

Option D - Enable Company Settings in Provisioning: This is not an access requirement but a configuration task within Provisioning.

NEW QUESTION # 18

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