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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q77-Q82):

NEW QUESTION # 77

When building the sm-mapping between People Profile and Candidate Profile to which data model does the second field-id reference?

- A. Candidate Profile template
- B. Candidate Data Model
- **C. Succession Data Model**
- D. Job Requisition template

Answer: C

Explanation:

When setting up sm-mapping between the People Profile and the Candidate Profile, the second field-id in the mapping references the Succession Data Model. The Succession Data Model defines the fields used in the People Profile, and sm-mapping is used to align these fields with those in the Candidate Profile.

* sm-mapping Configuration:

* In the configuration, the first field-id refers to the Candidate Profile template, while the second field-id links to the corresponding field in the Succession Data Model for the People Profile.

* Purpose of sm-mapping:

* This mapping allows data synchronization between the Candidate Profile and People Profile, ensuring consistent data across the system.

NEW QUESTION # 78

How many Candidate Profile Templates can you configure in an instance?

- A. One for internal candidates and one for each external career site
- B. One for each Job Requisition template
- C. One for all candidates
- **D. One for internal candidates and one for external candidates**

Answer: D

Explanation:

In SAP SuccessFactors, only two Candidate Profile Templates can be configured per instance: one template for internal candidates and one for external candidates. This setup ensures that both internal and external candidates have tailored profiles with relevant fields based on their unique needs.

* Configuration Details:

* Internal and external candidate profiles are configured separately to cater to different recruiting processes and visibility requirements.

* This configuration is done through the Candidate Profile Template XML in Provisioning or Admin Center.

NEW QUESTION # 79

Which field types in the Requisition template designate the dropdown values that can be found in Admin Center? Note: There are 2 correct answers to this question.

- **A. Derived**
- B. Picklist
- C. Enum
- **D. Text**

Answer: A,D

NEW QUESTION # 80

Interview Scheduling and Outlook integration are enabled.

How are available time slots for an interview created in the system?

- A. Entered by the interviewer into Interview
- B. Populated from the Career Portal of the interviewer
- C. Scheduling Populated from the Outlook calendar of the interviewer
- D. Entered by the interviewer into Interview Central

Answer: C

NEW QUESTION # 81

You have updated a standard field label in the Job Requisition template. However this change was NOT reflected when creating a new job requisition. What must be configured? Note: There are 2 correct answers to this question.

- A. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.
- B. The field label must be updated in the Job Requisition template field definition.
- C. The field label must be updated in Custom Token Settings in Provisioning.
- D. The field label must be updated in the permission section of the Job Requisition template.

Answer: A,B

Explanation:

C: The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center. SuccessFactors has a central place to manage labels for standard fields. This ensures consistency across the system. If you only change the label within the template, it will be overridden by this central setting.

D: The field label must be updated in the Job Requisition template field definition. You need to update the field label within the template itself. This tells the template which label to pull from the central settings.

NEW QUESTION # 82

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