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

NEW QUESTION # 57

If you want to create and send an offer to your candidate which of the following feature permissions do you enable? Note: There are 2 correct answers to this question.

- A. Offer Approval
- B. Offer Letter
- C. Interview Assessment
- D. Background Check

Answer: A,B

Explanation:

To create and send an offer to a candidate in SAP SuccessFactors Recruiting, the permissions for Offer Approval and Offer Letter must be enabled. These permissions allow the recruiter to initiate the offer process, complete any required approvals, and generate the offer letter for the candidate.

* Offer Approval (Option A): This permission enables the process of approving the offer, ensuring all necessary approvals are in place before the offer is sent to the candidate.

* Offer Letter (Option C): This permission allows the recruiter to create and generate the offer letter document, which is then sent to the candidate.

* Steps to Configure:

* Go to Admin Center > Manage Permission Roles.

* Assign the Offer Approval and Offer Letter permissions to the appropriate user roles.

: SAP SuccessFactors Recruiting Management Implementation Guide - Offer Approval and Offer Letter Permissions.

Explanation of Incorrect Options:

Option B - Background Check: Background checks are related to candidate vetting, not the offer creation or approval process.

Option D - Interview Assessment: Interview assessment permissions are used for evaluating candidates, not for creating or sending offers.

NEW QUESTION # 58

Which SMS messages are tracked on the correspondence audit trail within the candidate summary page? Note: There are 2 correct answers to this question.

- A. Status-triggered SMS notifications
- B. Ad-hoc SMS notifications
- C. Requisition-triggered SMS notifications
- D. SMS responses from the candidate

Answer: A,B

NEW QUESTION # 59

Which of the following fields would you map between the Candidate Profile and the People Profile? Note: There are 2 correct answers to this question.

- A. Professional membership
- B. Expected salary
- C. Language skills
- D. Available start date

Answer: A,C

NEW QUESTION # 60

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 # 61

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

Answer: B,C

NEW QUESTION # 62

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