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Recruiting: Recruiter Experience Sample Questions (Q50-Q55):

NEW QUESTION # 50

Who can configure the approval workflow for the offer? Note: There are 2 correct answers to this question.

- A. Operators with permission to launch the Offer Approval in the respective applicant status if the approval workflow is configured as editable
- B. Users with permissions to Manage Offer Letter Templates in the Admin Center
- C. System admins with permission to "Manage Route maps" in the Admin Center
- D. Users with permissions to configure the Offer Details template within Manage Recruiting templates

Answer: A,D

NEW QUESTION # 51

A user wants to start a Recruiting Posting job posting. What must occur before the posting process can begin?

Note: There are 3 correct answers to this question.

- A. At least one posting profile must be associated to the Recruiting user.
- B. A job board configuration must be validated for the job board.
- C. The Recruiting user must be assigned to one Recruiting Posting group.
- D. The position must be posted to the external Career Site.
- E. The Manage Recruiting Posting permission must be activated.

Answer: A,B,E

Explanation:

Before a Recruiting Posting job posting can begin, certain prerequisites must be in place to ensure that the user has the necessary configuration and access:

* Posting Profile Association (Option A):

* The Recruiting user must have at least one posting profile associated with them. Posting profiles define job board configurations and access rights, linking the user to specific posting options.

* Job Board Configuration Validation (Option C):

* Each job board used in Recruiting Posting requires proper configuration, including access credentials and other necessary data, to allow successful job posting.

* Manage Recruiting Posting Permission (Option E):

* The Manage Recruiting Posting permission must be enabled for the user, allowing them to initiate and manage job postings across job boards.

NEW QUESTION # 52

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

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

Answer: B,C

NEW QUESTION # 53

A customer would like a certain field to be displayed to ALL candidates on the application regardless of the country of the job the candidate is applying for. In order for this to happen which configuration is required?

- A. The field must be configured in the Candidate Profile.
- B. The field must be permissioned to the Candidate operator in the Application XML.
- C. The field must be included in the field attribute overrides.
- D. The field must be defined as public=true.

Answer: A

NEW QUESTION # 54

What happens when the Candidate Profile background element is mapped to the People Profile background element? Note: There are 2 correct answers to this question.

- **A. The Candidate Profile data is populated to the People Profile.**
- B. Only the standard elements pre-populate in the People Profile.
- C. The People Profile data is populated to the Candidate Profile.
- **D. Only standard elements pre-populate the Candidate Profile.**

Answer: A,D

NEW QUESTION # 55

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