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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q47-Q52):

NEW QUESTION # 47

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

Answer: A,C

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 # 48

Which of the following location object data will populate into the job posting details when using the Map to Location Foundation Object field completion rule for Location in Recruiting Posting? Note: There are 3 correct answers to this question.

- A. Location
- B. Country/Region
- C. Postcode
- D. State/Province
- E. Language

Answer: A,B,C

NEW QUESTION # 49

What is the purpose of the interviewGuide field on the Job Requisition template?



Solution:
The correct answer is **D. To upload standard operating procedures for conducting an interview.**

On SAP's Learning site under *Configuring Interviews*, it specifies that the **interviewGuide** field must be added above the Comments section in the Job Requisition Data Model template and will enable users to upload interview guidelines or procedures into Interview Central.

Reference : <https://learning.sap.com/>

- A. To allow interviewers to invite a candidate to join Interview Central in order to conduct an interview
- B. To provide candidates with logistics information for an interview
- C. Offer
- D. To upload standard operating procedures for conducting an interview
- E. To allow the hiring manager to send a message to the interviewers

Answer: D

NEW QUESTION # 50

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

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

Answer: B

NEW QUESTION # 51

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

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

Answer: B

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 # 52

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