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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q66-Q71):

NEW QUESTION # 66

Which of the following statements apply to pre-screening questions? Note: There are 2 correct answers to this question.

- A. Pre-screening questions can be designated to only appear internally or externally and can vary by country.
- B. Pre-screening questions are added directly to the Application XML.
- C. Pre-screening questions can vary by job requisition.
- D. Pre-screening questions can be set to be disqualifier questions.

Answer: C,D

Explanation:

Pre-screening questions offer flexibility to help recruiters screen candidates effectively:

Vary by Job Requisition (Option A):

Pre-screening questions can be tailored for each job requisition, allowing questions to align with specific job requirements.

Set as Disqualifier Questions (Option B):

Questions can be configured as disqualifiers, automatically filtering out candidates who do not meet certain criteria.

Reference:

Explanation of Incorrect Options:

Option C - Added directly to Application XML: Pre-screening questions are managed in question libraries or templates, not directly in the Application XML.

Option D - Internal/External or Country-based Display: Pre-screening questions generally do not vary by visibility (internal/external) or country settings.

NEW QUESTION # 67

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

Solution:

The correct answer is **D. Succession Data Model**.

According to SAP Learning content on configuring field mapping (sm-mapping) between People Profile and Candidate Profile, the mapping setup defines two field IDs:

1. **The first field-id** refers to the field in the **Candidate Profile**.
2. **The second field-id** (specified via the map-to attribute) references the corresponding field in the **People Profile's Succession Data Model**
3. **Reference :** <https://learning.sap.com/>

Thus, when building the sm-mapping, the second field-id must reference the **Successions Data Model**.

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

Answer: B

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 # 68

In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note: There are 2 correct answers to this question.

- A. The Job Description library must be configured for each job family and role.
- **B. Families and Roles are implemented and maintained with competencies mapped.**
- C. Job Profile Builder must be configured.
- **D. The competencies field must be defined in the Job Requisition template.**

Answer: B,D

NEW QUESTION # 69

In order to associate a Job Requisition to an approval workflow what must be done? Note: There are 2 correct answers to this question.

Solution:

A. Configure Route Map in Admin Center

A Route Map (which defines the approval workflow) must be created and configured via **Admin Center → Manage Route Maps**. This outlines the approval steps such as Originator → Hiring Manager → Recruiter

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

B. Associate Route Map to Job Requisition

After creating it, you must associate the Route Map with the relevant Job Requisition template under **Form Template Settings** to connect the workflow to the requisition.

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



- A. A Route Map must be created and configured in Admin Center.
- B. Multiple Route Maps can be associated to one Job Requisition template.
- C. A business rule to trigger the approval workflow must be created in Admin Center > Configure Business Rules.
- D. The Job Requisition must be associated to the appropriate Route Map in Form Template Settings.

Answer: A,D

Explanation:

To associate a Job Requisition with an approval workflow, administrators need to configure route maps properly within SAP SuccessFactors Recruiting:

Associate the Job Requisition with a Route Map in Form Template Settings (Option A):

Link the job requisition template with a route map to enable workflow approval.

Create and Configure a Route Map in Admin Center (Option B):

The route map must be configured to outline the steps and approvers in the approval workflow for the job requisition.

Steps to Configure:

In Admin Center > Manage Route Maps, create and configure the route map with the desired approval steps.

In Admin Center > Form Template Settings, link the job requisition template with the configured route map.

Reference:

Explanation of Incorrect Options:

Option C - Create a Business Rule: Business rules are not required for associating a job requisition to a route map.

Option D - Multiple Route Maps per Job Requisition Template: Only one route map can be assigned to a job requisition template.

NEW QUESTION # 70

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. Mass Offers
- C. Interview Assessment
- D. Candidate questions

Answer: C,D

NEW QUESTION # 71

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