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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q45-Q50):

NEW QUESTION # 45

Which of the following standard objects CANNOT be configured in the Job Requisition template?

- A. Type
- B. Offer
- C. Division
- D. Location
- E. Position

Answer: A,B

Explanation:

The Offer object is not configured in the Job Requisition template as it is managed through the Offer Details template, a separate template for managing candidate offers once they reach the offer stage.

* Configurable Objects in Job Requisition Template:

* Position, Location, Division, and Type are standard objects that can be configured within the Job Requisition template. These fields help define the job's details and organizational structure.

* Separate Configuration for Offer:

* Offer-related fields and settings are configured in the Offer Details template, not in the Job Requisition template.

: SAP SuccessFactors Recruiting Management Implementation Guide - Job Requisition and Offer Templates Overview.

NEW QUESTION # 46

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

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

Answer: C

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.

: SAP SuccessFactors Recruiting Management Implementation Guide - Candidate Profile Templates for Internal and External Candidates.

Explanation of Incorrect Options:

Option A - One for all candidates: SAP SuccessFactors supports separate profiles for internal and external candidates.

Option B - One for each Job Requisition template: The candidate profile template is not tied to individual requisition templates.

Option D - One for each external career site: Only a single external candidate profile template is allowed for all external sites.

NEW QUESTION # 47

What happens when a job board is marked as preselect?

- A. The job board is available for the Posting Profile and the job will be posted to this job board if NOT removed from the list during the posting process.
- B. The job board is available for the Posting Profile but the job does NOT have to be posted to this job board.
- C. The job board is available for the Posting Profile and the job must be posted to this job board.

Answer: B

NEW QUESTION # 48

Which actions are available from Manage Jobs after a job is posted with Recruiting Posting? Note: There are 2 correct answers to this question.

- A. Post the job to additional job boards.
- B. Remove a contract with a posting job board.
- C. Remove the posting from all posting job boards.
- D. Repost the job automatically after the expiration date.

Answer: A,C

Explanation:

Once a job is posted using Recruiting Posting, administrators have several actions available in the Manage Jobs section to further manage the job posting.

* Remove the Posting from All Job Boards (Option A):

* This action allows users to remove the job posting from all job boards where it was posted through Recruiting Posting. This feature

is useful if a position needs to be closed or withdrawn before the posting expires.

* Post the Job to Additional Job Boards (Option B):

* After the initial posting, users can choose to post the job to additional job boards directly from the Manage Jobs interface, broadening the reach of the job posting as needed.

: SAP SuccessFactors Recruiting Posting Implementation Guide - Actions Available After Job Posting

Explanation of Incorrect Options:

Option C (Remove a contract) and Option D (Repost automatically) are not available actions within Manage Jobs after a job is posted. Contracts are managed separately, and reposting after expiration typically requires manual configuration.

NEW QUESTION # 49

Which of the following buttons are assigned permissions in the Application template? Note: There are 3 correct answers to this question.

- A. Reopen
- B. Forward as Applicant
- C. Cancel
- D. Disqualify
- E. E-mail

Answer: A,C,D

NEW QUESTION # 50

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