SAP

C_THR83_2205
Certified Application Associate - SAP SuccessFactors Recruiting: Recruiter Experience 2H/2021

Complete Course Coverage

Total Questions: 115
Latest Version: 7.0

Question: 1

What is the effect of activating the Profile before Application feature?

A. The registration via Linkedin on career sites are now available
B. A candidate needs to complete their profile before being able to search for a position
C. A candidate application can be admitted late to the selection process
D. A candidate needs to complete their profile before being able to send an application

Answer: D

Question: 2

How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

A. List the <role-name> element within the <field-permission> block at least once
B. Define the permissions in the role based permissions section in the Admin Center
C. Permission the V role for each field
D. Set the permissions to write or read for each field
E. Assign a permission to a field for each status (pre-approved, approved and closed)

Answer: A, D, E

Question: 3

Which of the following fields would you map between the candidate profile and the employee profile? Note: There are 2 correct answers to this question.

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

Answer: C, D

Question: 4

When using Interview Central, what is the Hiring Manager notes used for?

A. To invite the Hiring Manager to the interview
B. To give instructions to the interviewers
C. To inform the recruiter about the Hiring Manager decision
D. To save notes about the interviewee

Answer: D

Question: 5

How many candidate profile templates can you configure in an instance?

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

Answer: B

Question: 6

You want a custom field from the job requisition to be available as a token for Recruiting E-mails. How do you do this? Note: There are 2 correct answers to this question.

A. Add the field ID as a reportable field in order to use it as a token
B. Add the field ID to the Job Requisition section in Provisioning -> Configure custom tokens and synchronize the existing data
C. Add the field ID to the manage recruiting section in Provisioning -> Configure custom token settings
D. Add the field ID to the Manage recruiting e-mail section in the Admin Center

Answer: C, D

Question: 7

What Job requisition attribute types allow you to create a dropdown field with Admin Center values? Note: There are 2 correct answers to this question.

A. derived
B. text
C. picklist
D. enum
E. bool

Answer: A, C

Question: 8

Where is the pre-defined workflow configured for the offer approval process?

A. Provisioning
B. Admin Center
C. Offer Details template
D. Job Requisition template

Answer: C

Question: 9

For which requisition system statuses can you set pre-selected options in the Admin Center? Note: There are 2 correct answers to this question.

A. Re-opened
B. Pre-approved
C. Closed
D. Approved

Answer: B, D

Question: 10

Which of the following actions are possible in Interview Central? Note: There are 2 correct answers to this question.

A. Interviewers may review prescreening questions
B. Interviewers can upload additional notes
C. Interviewers may view uploaded company interview guidelines
D. Interviewers may invite a candidate to join Interview Central to conduct the interview

Question: 11

Where are the values for the standard field "country" and "stateprovince" derived from?

A. Provisioning -> Search filter settings
B. Provisioning -> Company settings
C. Admin Center -> Picklist management
D. Admin Center -> Set up Board options

Answer: D

Question: 12

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. Recruiting Posting needs to synchronize
B. Posting Profiles needs to be associated with a contract
C. Recruiting Posting may need to activate the configuration
D. The Job Board may need to activate the configuration

Answer: A, C

Question: 13

Which of the following mappings between a Candidate Profile template and a Candidate Application template will work? Note: There are 2 correct answers to this question.

A. The candidate's additional attachments with field ID "addattach" in the Candidate Profile template are mapped to "addattach" in the Candidate Application template.
B. The candidate's preferred language with field ID "prefLang" in the Candidate Profile template is mapped to "language" in the Candidate Application template.
C. The candidate's last name field ID "lastName" in the Candidate Profile template is mapped to "lastName" in the Candidate Application template.
D. The candidate's work history with background element ID "history" in the Candidate Profile template is mapped to "history" in the Candidate Application template.

Answer: A, C

Question: 14

Which of the following steps are required to implement a new Application template? Note: There are 2 correct answers to this question.

A. Connect the templates in Admin Center, Form template settings
B. Update the <application-template-name> in the Job Requisition template
C. Update the <application-status-set> in the Job Requisition template
D. Configure a new Application template with a new <template-name>

Answer: B, D

Question: 15

You want to link a field in the job requisition to a field in the offer approval template. What attribute do you use?

A. Template type "jobRequisition"
B. Template type "jobReq"
C. Template type "job-requisition"
D. Template type "job-req"

Answer: D

Question: 16

You have updated a standard field label in the Job Requisition template. However, this change was NOT reflected in the job requisition instance. Why?

A. The ID in the Job requisition template permission section was not updated
B. The label was not updated in Managing Job Requisition System Field Labels.
C. The label was not updated in the associated Application template
D. The label was not updated in the correct Job requisition template.

Answer: B

Question: 17

Who can edit an existing recruiting group?

A. The original creator of the requisition template
B. All member of the recruiting group
C. The original creator of the recruiting group
D. All the users with appropriate adminstrative permissions

Answer: D

Question: 18

Which of these characteristics apply to pre-screening questions? Note: There are 2 correct answers to this question.

A. Are defined in the CDM template
B. Can vary by job requisition
C. Can vary by internal and external candidates
D. Cascading questions are supported

Answer: B, D

Question: 19

Where are the operator roles used?
Note: There are 2 correct answers to this question.

A. In requisition route maps
B. In the application XML field permissions
C. In the candidate profile XML field permissions
D. In the requisition XML mobile fields

Answer: A, B

Question: 20

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. Job requisition triggered SMS notification
B. SMS responses from the candidate
C. Ad-hoc SMS notification
D. Status triggered SMS notifications

Question: 21

What is the Anonymize attribute intended for?

A. To purge personal identifiable information
B. To trigger the country override in the application
C. To adhere data privacy 1.0 and data retention 1.0 guidelines
D. To display candidate facing field in the application

Answer: A

Question: 22

Why are pre-screening questions used?

A. To request feedback from Hiring Managers
B. To create a shortlist by requesting first feedback from recruiters
C. To rank candidates after their interview
D. To disqualify less qualified candidates

Answer: D

Question: 23

You have enabled Interview Scheduling. Where can a candidate manage all activities related to an interview?

A. In the Interview Central
B. In the Career portal
C. In the Candidates tab
D. In the Agency Portal

Answer: B

Question: 24

What field permission do you configure on the candidate profile template?

A. None, read and write for dynamic groups only
B. Read and write for candidates and dynamic groups
C. None, read and write for candidates and dynamic groups
D. Read and write for candidate only

Answer: C

Question: 25

What must you do to request access to a customer instance?

A. Have access to the customer's signed contract
B. Gain customer approval
C. Enable company settings in Provisioning for the customer
D. Assign the customer to your provisioning ID

Answer: B

Question: 26

The customer wants to create a field in the Application template available for all countries. What you do?

A. Create an override of attribute="public" value="true" for all countries
B. Set the field to public="true"
C. Set the field to public="false"
D. Create an override of attribute="public" value="false" for all countries

Answer: A

Question: 27

What are the best practices to edit the Candidate Profile Template? Note: There are 2 correct answers to this question.

A. Edit the Candidate Profile Template in Provisioning -» Edit Candidate Privacy options.
B. Edit the Candidate Profile Template in the Admin Center -> Manage Recruiting settings.
C. Edit the Candidate Profile Template after saving a copy of the old Candidate Profile Template.
D. Edit the Candidate Profile Template with an XML editor.

Answer: C, D

Question: 28

What information from the previous application is redirected when the candidate is forwarded as a candidate? Note: There are 3 correct answers to this question.

A. Assessment Information
B. Jobs Applied
C. Comments
D. Background Check results
E. Interview results

Answer: A, D, E

Question: 29

Which of the following are components of the Candidate Profile template? Note: There are 3 correct answers to this question.

A. Button permissions
B. Override section
C. Background elements
D. SM mapping configuration.
E. Field permissions

Answer: C, D, E

Question: 30

The S operator has a field permission taken away, but the V operator has permission to that field. The S operator is a approver in the job requisition. What is the result?

A. The V permission is irrelevant in this situation
B. The V permission overrides the taken away S permission
C. The V permission causes the S permission to only allow reporting of the field in question
D. It depends on the order in which the permissions were configured

Answer: B

Question: 31

Which functions are controlled by feature permissions? Note: There are 2 correct answers to this question.

A. Starting interview process
B. Job requisition creation
C. Offer letter creation
D. Ability to manage recruiting group

Answer: A, C

Question: 32

What token should be used to direct a candidate to an online offer?

A. [[candidate_offer_url]]
B. [[login_url]]
C. [[career_site_url]]
D. [[application_page_url]]

Answer: A

Question: 33

You have only granted read permissions to the G role, in the pre-approved status. However, the Hiring Manager can still edit some field in the pre-approved status upon testing. What could have caused this problem?

A. The V role has write permissions for these fields
B. The G role has write permissions for these field in the approved status and closed status
C. The J role has write permissions for these fields
D. The G role has edit permissions for these fields via the Role based permission settings

Answer: D

Question: 34

Which of the following buttons are assigned permissions in the Application template? Note: There are 2 correct answers to this question.

A. Reopen
B. E-mail

C. Forward
D. Resume

Answer: A, C

Question: 35

Where is the candidate status set configured? Please choose the correct answer.

A. Admin Center > Manage Recruiting Settings
B. In Recruiting Tab -> Detailed candidate's view
C. Directly on the Job Requisition
D. Admin Center > Edit Applicant Statuses

Answer: D

Question: 36

An agent submitted an agency candidate. Where does this candidate appear in the talent pipeline? Please choose the correct answer.

A. Forwarded
B. Interview
C. Default
D. Forwarded to another requisition

Answer: A

Question: 37

How can candidate applications be configured in Recruiting Management? There are 2 correct answers to this question.

A. Late stage applications apply to the hiring manager role
B. Multistage applications are configured for candidate fields only
C. Late stage applications enable a candidate to be in a job requisition without actually applying
D. Multistage applications display fields at specific statuses in the candidate pipeline.

Answer: C, D

Question: 38

The first step in enabling agency access is done in which of the following areas? Please choose the correct answer.

A. Requisition Posting Details
B. Recruiting Tab
C. Admin Center
D. In the back-end of the system

Answer: D

Question: 39

Where are the permissions to create status groups defined? Please choose the correct answer.

A. In the permission section of the JRDM template
B. In Provisioning--> Company Settings
C. In the override section of the CDM template
D. In the Manage Permissions Roles in the Admin Center

Answer: D

Question: 40

You have created an email template to be sent out when a candidate completes an application. Where do you associate the email template to trigger in response? Please choose the correct answer.

A. This is not possible; you will have to set up an Ad-Hoc email for this purpose
B. Admin Center > E-mail Notifications
C. In the Job Requisition
D. Admin Center > Edit Applicant Status Configuration

Answer: D

Question: 41

Who can configure Custom Help Text? Please choose the correct answer.

A. Administrators

B. Hiring Managers
C. Recruiters
D. Candidates

Answer: A

Question: 42

Where do you set the values that will be present for the eQuest Country field (the countries where the company might have open positions)? Please choose the correct answer.

A. Admin Center > Configured Standardization Mapping
B. Admin Center > Set up Job Board Options
C. Admin Center > Picklist Management
D. Values are set up in back end of the system

Answer: B

Question: 43

Where are the values for the standard fields "country" and "stateProvince" derived from? Please choose the correct answer.

A. Admin Center--> Picklist Management
B. Provisioning—> Company Settings
C. Admin Center--> Set up Job Board Options
D. Provisioning—> Search Filter Settings

Answer: C

Question: 44

What information is required when you add a new agency user to an agency in the Admin Center? There are 2 correct answers to this question.

A. Ownership requirements for the user
B. Agency agreement text for the user
C. Unique e-mail address for the user
D. First and last name of the user

Answer: C, D

Question: 45

What should the administrator configure to notify recipients by email when a specific recruiting action is executed? There are 2 correct answers to this question.

A. Manage Recruiting Email Templates
B. Manage Recruiting Teams
C. Recruiting Email Triggers
D. Manage Recruiting Groups

Answer: A, C

Question: 46

What must be set up to automatically e-mail external candidates to inform them that their application has been received? There are 2 correct answers to this question.

A. An e-mail template needs to be configured.
B. The default status needs to have an e-mail template associated to the external candidate.
C. The invite to Apply status needs to be enabled in the talent pipeline.
D. The trigger in Admin Center-->Recruiting E-mail Triggers must be enabled for Application updated by the Candidate.

Answer: A, C

Question: 47

Potential duplicate candidates are flagged based on which of the following criteria? Please choose the correct answer.

A. Last Name
B. All of the above
C. City
D. First Name

Answer: B

Question: 48

In order to rate a candidate in Interview Central, which of the following items need to be defined? Please choose the correct answer.

A. Questions on Candidate Application
B. Pre-Screening Questions on Job Requisition
C. Competencies on Job Requisition
D. Header and Footer on Job Requisition

Answer: C

Question: 49

How can competencies be added to the job requisition? Please choose the correct answer

A. Competencies are not added to the job requisition at all
B. Only by selecting the competency from the competency library
C. Competencies can be defined only in back-end of the system
D. Only from Question library

Answer: B

Question: 50

Jobs can be posted to which of the following: Please choose the correct answer.

A. Internal Career Site
B. Agency Portal
C. External Career Site
D. All of the above

Answer: D

Question: 51

Offer letters can be extended to candidates in the following formats: Please choose the correct answer.

A. Sent with email as PDF attachment
B. All of the above
C. Printed and faxed or sent by post
D. Sent to Candidate's SF account in form of Online Offer

Question: 52

If you want to narrow down the pool of people who can fulfill an operator role designated on the route map to only someone from the Finance department, what would you create? Please choose the correct answer.

A. A Permission Role (using RBP) for Finance department
B. Finance department Group
C. Another step in the Route Map using the Finance role
D. Finance department Team

Answer: B

Question: 53

Recruiting Management supports the following functions: Please select all the correct answers that apply.

A. Opening requisitions
B. Search Engine Optimization
C. Processing candidate applications
D. Selecting the best candidate for a position

Answer: A, C, D

Question: 54

Which statuses can have a picklist in the picklist file? There are 3 correct answers to this question.

A. OBSOLETED
B. INACTIVE
C. DELETED
D. ACTIVE
E. DELETED

Answer: A, D, E

Question: 55

What happens if the public field attribute is set to false? Please choose the correct answer.

A. The field will NOT be available in reporting
B. The field will NOT be available to candidates on the application
C. The field will NOT be available on the job requisition
D. The field will NOT be available as a custom token

Answer: B

Question: 56

As one of the admin users within your company, you cannot modify an existing Recruiting Group in Admin Center. What is most likely the issue? Please choose the correct answer.

A. Recruiting Groups are created in Admin Center, but they are modified in the Recruiting tab as long as admin user has proper permissions defined in back-end of the system.
B. The group was created by different user and only that user can edit the group details
C. Once the group members are defined, it is not possible to update them
D. Groups for Recruiting are modified strictly in back-end of the system.

Answer: B

Question: 57

Competencies in Recruiting Management are used for which of the following? Please choose the correct answer.

A. Interview Central and rating candidates
B. Ranking candidates based off answers to Pre-Screening Questions
C. Automatically disqualifying candidates
D. Performance Evaluation for pay/promotion

Answer: A

Question: 58

Within Admin Center, where are System Email Notification templates enabled and updated? Please choose the correct answer.

A. Form Template Settings
B. Email Notification Template Settings

C. Recruiting Email Triggers
D. Edit Applicant Status Configuration

<div style="border:1px solid black; text-align:center">Answer: B</div>

Question: 59

Which of the following information should be obtained from the candidate's? There are 2 correct answers to this question.

A. Candidate's expected salary for the specific position
B. Candidate's education details
C. Available start date for the position
D. Candidate's contact details

<div style="border:1px solid black; text-align:center">Answer: B, D</div>

Question: 60

If your applicant statuses do not display in the talent pipeline, which of the following could be the issue? Please choose the correct answer.

A. The status set is not attached to a recruiting trigger.
B. No email notification is enabled in that status set.
C. The requisition questions are not completed.
D. The Applicant Status Set is not configured properly.

<div style="border:1px solid black; text-align:center">Answer: D</div>

Question: 61

Where do you set up and define permissions for the Hiring Manager note field? Please choose the correct answer.

A. In the Offer Details template
B. In the JRDM template
C. In the CPT template
D. In the CDM template

<div style="border:1px solid black; text-align:center">Answer: B</div>

Question: 62

Which button permissions are defined in the JRDM template? There are 2 correct answers to this question.

A. Reopen
B. Approve
C. Close
D. Decline

Answer: A, C

Question: 63

Which templates can be linked to the Offer Details template? There are 2 correct answers to this question.

A. CPT template
B. JRDM template
C. CDM template
D. Succession Template

Answer: B, C

Question: 64

When multistage application is enabled in the instance, where are permissions to read or edit most of the candidate application fields defined? Please choose the correct answer.

A. Manage Recruiting Settings
B. Job Requisition Template
C. Candidate Profile Template
D. Job Application Template

Answer: B

Question: 65

You have updated a standard field label in the JRDM template. However this change was NOT reflected in the job requisition instance. What caused this problem? Please choose the correct answer.

A. The label was not updated in the associated CDM template
B. The ID in the JRDM template permission section was not updated
C. The label was updated in the incorrect JRDM template
D. The label was not updated in Provisioning

Answer: B

Question: 66

Recruiting YouCalc is which of the following? Please choose the correct answer.

A. Older legacy functionality dating to the days before robust Ad Hoc Reporting capability was added to the w suite
B. Open source, third-party tool, that can be plugged into SAP SuccessFactors Ad Hoc reporting
C. Widget that appears on the top of the requisition page
D. Advanced in-system reporting tool compared to Ad Hoc Reports

Answer: C

Question: 67

What happens if you set the CDM attribute annonymize to "true"? Please choose the correct answer.

A. The field content is displayed only to the hiring manager and the recruiter
B. The field content is covered by ***
C. The field is considered for purging of personally Identifying data
D. The field is hidden unless an override is set.

Answer: C

Question: 68

The following data should be stored within the Candidate Application: There are 2 correct answers to this question.

A. Candidate Contact details
B. Available start date
C. Candidate's education
D. Expected salary

Question: 69

You need to set up a route map where the Hiring Manager creates a job requisition. Who should be assigned to the initial creation step? Please choose the correct answer.

A. Additional Approver (V)
B. Manager of the Recruiter (RM)
C. Hiring Manager (G)
D. Originator (0)

Answer: C

Question: 70

What are characteristics of standard recruiting notification templates? Note: There are 2 correct answers to this question.

A. Standard templates can be deleted in Provisioning
B. Some templates are shared with other modules
C. Some templates are predefined for Recruiting
D. All standard templates are enabled by default

Answer: B, C

Question: 71

What are the fields in the listing section within the Job Requisition template used for? Note: There are 2 correct answers to this question.

A. To define fields that can be used as tokens within job headers and footers
B. To define the approvers on the Offer Approval Template associated with the job requisition
C. To define the fields that can be used as tokens within the job description
D. To define the fields that are available in the approval section of the job requisition form

Answer: A, C

Question: 72

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

A. Offer Details template
B. Offer Letters
C. Application historical results
D. Onboarding letters

Answer: A, B

Question: 73

You want to trigger emails by candidate status. Where is the trigger configured?

A. Recruiting email triggers
B. Edit applicant status configuration
C. Email notification template
D. Manage recruiting email templates

Answer: B

Question: 74

What are the options to implement an offer approval? Note: There are 2 correct answers to this question.

A. It can be implemented to link the offer to the candidate profile
B. It can be implemented to include offer letter tokens
C. It can be implemented to contain offer letter tokens
D. It can be implemented to be used on a mobile device

Answer: B, C

Question: 75

You want to send a candidate an Ad hoc email but you cannot find the email template. What is the cause? Note: There are 2 correct answers to this question.

A. The email is not enabled
B. The selected language is not correct
C. The email is not assigned in the correct email trigger
D. The admin is not linked to the correct email notification template

Question: 76

How do you make custom fields reportable? Note: There are 2 correct answers to this question.

A. Define the fields in the template
B. Define the fields as reportable in the template
C. Add the fields in provisioning and synchronize the data
D. Define the public = true attribute in the template

Answer: B, C

Question: 77

What happens if the Candidate profile background element is mapped to the Employee profile background element? Note: There are 2 correct answers to this question.

A. Only external work experience data is pre-populated in the candidate profile
B. The candidate profile data is pre-populated in the employee profile
C. The employee data is pre-populated in the candidate profile
D. The background sections display in the candidate profile is exactly the order they configured in the employee profile

Answer: B, C

Question: 78

Where do you associate the approval workflow for the job requisition?

A. Manage permission roles
B. Manage permission groups
C. Manage route maps
D. Form template settings

Answer: D

Question: 79

What is the field id you must add to the job requisition template to fully enable the employee referral feature?

A. referral
B. amount
C. erpamount
D. employeereferral

Answer: C

Question: 80

What permissions need to be granted for a user to be able to post with Recruiting Posting? Note: There are 2 correct answers to this question.

A. Manage Recruiting Posting
B. data API job requisition creation
C. data API job requisition export
D. Recruiting Posting permission

Answer: C, C

Question: 81

You have defined the permission for a recruiter in the Job requisition template. However, the recruiter is not able to start the process to generate the offer letter for the candidate. What is the problem? Note: There are 2 correct answers to this question.

A. The feature permission does not include the correct applicant status name
B. The field definition has not been included in the Offer Details template
C. The feature permission does not include the recruiter role
D. The field permission has not been included in the Application template

Answer: A, C

Question: 82

Which of the following fields can be configured to be multiselectable?

A. department
B. location
C. country

D. division

<div style="text-align: right;">

Answer: B

</div>

Question: 83

Which information must be defined within feature-permissions in the Job Requisition template? Note: There are 3 correct answers to this question.

A. Applicant status label
B. Rating Scale
C. Type of feature permission
D. Applicant status name
E. Recruiting role(s)

<div style="text-align: right;">

Answer: C, D, E

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Question: 84

You need to allow candidates to search for jobs in a specific country. What to do?

A. Configure a filter field and make it a custom token
B. Configure the standard country field as a reportable field
C. Configure the standard country field and add it to the internal and external applicant search settings
D. Configure a filter field and add it to the internal and external applicant search settings

<div style="text-align: right;">

Answer: D

</div>

Question: 85

Where are the permissions to edit Applicant Status Configuration?

A. In the override section of the Application template
B. In Provisioning -> Company Settings
C. in the Manage permission roles in the Admin Center
D. In the permission section of the Job Requisition template

<div style="text-align: right;">

Answer: C

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Question: 86

What best practices does SAP recommend when setting up reportable custom fields? Note: There are 2 correct answers to this question.

A. Make sure that reportable custom fields are consistent across all templates.
B. Make sure to configure all custom fields as filter fields or mfields.
C. Make sure that reportable custom fields in the Job Requisition template can be edited by the J role.
D. Make sure to use standard fields whenever possible.

Answer: A, D

Question: 87

Which of the following actions are possible in Interview Central? Note: There are 2 correct answers to this question.

A. Candidates can be rated on competencies
B. Candidates can be ranked according to their ratings
C. Candidates can be invited to an interview
D. Candidates can be moved to another status

Answer: A, B

Question: 88

What happens to a candidate who fails a pre-screening disqualification question?

A. Candidate is prevented from completing the application, if the answer is incorrect
B. Candidate is moved to the default status with a disqualification flag set
C. Candidate is moved to the Forward status for a final recruiter review
D. Candidate is placed in auto-disqualification status when application is completed

Answer: D

Question: 89

You want to post a job to an agency, but you do not see any agency listings on the job postings section on the requisition. How to solve this problem?

A. Enable private postings
B. Add the field agencyposting to the Application template and grant the field permission
C. Add the field agencyposting to the Job Requisition template and grant the field permission

D. Enable the external career site

Question: 90

Which elements are required to set up offer letters? Note; There are 2 correct answers to this question.

A. Approval route map
B. The language of the offer letters
C. Field permissions
D. Tokens used in the offer letters

Question: 91

An Interviewer is using Interview Central. How are the interviewer's rating of an applicant displayed to a Recruiter? Note: There are 2 correct answers to this question.

A. As thumbs up or down
B. As an percentage
C. As approved or declined
D. As an average rating for each competency

Question: 92

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

A. System admins with permission to "Manage route maps" in the Admin Center
B. Users with permissions to configure the Offer Details template within Manage Recruiting templates
C. Operators with permission to launch the Offer Approval in the respective candidate status
D. Additional requisition approvers with permissions to "Manage offer letter templates" in the Admin Center

Question: 93

Where do you grant a user access to recruiting email templates?

A. Provisioning -> Manage recruiting
B. Provisioning -> Company settings
C. Admin Center -> Manage recruiting settings
D. Admin Center -> Manage permission roles

Answer: D

Question: 94

Where do the headers and footers included in the Job requisition template appear?

A. At the top and bottom of the Recruiting Marketing application
B. At the top and bottom of the Career Portal page
C. At the top and bottom of the Job Application
D. At the top and bottom of the Job Description

Answer: D

Question: 95

How do you configure search fields so that internal candidates can create job alerts? Note: There are 2 correct answers to this question.

A. Configure filter fields in the Job Requisition template and then configure these fields in Provisioning.
B. Configure filter fields in the job requisition template and then configure these fields in Admin Center.
C. Configure the overrides to show for internal candidates in the Job Requisition template.
D. Configure both custom and standard fields in the Job Requisition template.

Answer: A, B

Question: 96

What needs to be configured to enable recruiting email triggers? Note: There are 2 correct answers to this question.

A. The email trigger needs to be enabled in the Job Requisition template

B. The email trigger needs to be enabled in the Admin Center
C. An email template needs to be assigned to the email trigger
D. The J permission needs to be granted in the Application template

Answer: B, C

Question: 97

What could cause an automated email notification to be triggered? Note: There are 2 correct answers to this question.

A. A change in the label of a status
B. DA change in a candidate password
C. A change in the setup of a pre-screening question
D. A change in candidate status

Answer: B, D

Question: 98

Where do you give permission for the Comments field on the candidate workbench?

A. For multistage applications, permission for the Comments field must be given in the Job Requisition template.
B. For multistage applications, permission for the Comments field must be given in the Application template.
C. For single stage applications, the recruiting operator and candidate field access are determined through the <field-permission> Element configured in the candidate profile template.
D. For single stage applications, the recruiting operator and candidate field access are determined through the <field-permission> Element configured in the Job Requisition template.

Answer: A

Question: 99

Interview scheduling and outlook integration is enabled. How are available time slots for an interview created in the system?

A. Populated from the outlook calendar of the interviewer
B. Entered by the interviewer into Interview Central
C. Populated from the career portal of the interviewer
D. Entered by the interviewer into interview scheduling

Question: 100

What requirement must be met in order to configure a background element? Note: There are 2 correct answers to this question.

A. The background element is defined in Admin Center in order to be available in the Job Requisition
B. The background element has a unique type-id
C. The background element is defined in Admin Center in order to be available in the Succession Data Model
D. The background element has a data-field

Answer: B, D

Question: 101

Which templates can be linked to the Offer Details template? Note: There are 2 correct answers to this question.

A. Succession Data Model
B. Application template
C. Candidate Profile template
D. Job requisition template

Answer: B, D

Question: 102

Which buttons are configured in the job requisition template? Note: There are 3 correct answers to this question.

A. Print job requisition
B. Add Child Requisition
C. Close job requisition
D. Delete job requisition
E. Reopen job requisition

Answer: B, C, E

Question: 103

A Recruiting user wants to post a job.
At a minimum, how many Posting Profiles must be assigned to this user?

A. 0
B. 1
C. 2
D. 3

Answer: B

Question: 104

When you fetch the location information of the Location object defined in the job requisition template based on the job posting rules defined in the field population rules, what values are pre-populated?
Note: There are 3 correct answers to this question.

A. Company
B. City/Region
C. State
D. Zip Code
E. Country

Answer: B, D, E

Question: 105

You are using Interview Central. Where do you grant permissions to set up interviews in a status?

A. In the Candidate Profile template
B. In the Job Requisition template
C. In the Admin Center
D. In the Application template

Answer: B

Question: 106

What must be set to auto populate competencies on a requisition? Note: There are 2 correct answers to this question.

A. Competencies are mapped in roles
B. SAP SuccessFactors Employee Central is in use
C. Families and roles are implemented and maintained
D. Background elements are set up to auto populate competencies

Answer: A, C

Question: 107

Which Application override element do you use to display specific fields on an application? Note: There are 2 correct answers to this question.

A. Background element feature
B. Applicant type
C. Country of the Applicant
C. Country of the Job requisition

Answer: B, D

Question: 108

Where are the background elements mapped between Employee Profile and Candidate Profile?

A. Application template
B. Job requisition template
C. Succession data model
D. Candidate Profile template

Answer: D

Question: 109

What needs to be enabled for an external candidate to accept an online offer without using an eSignature?

A. Enable Role based permissions (RBP) for candidates
B. Enable DocuSign integration for eSignatures
C. Enable Candidate privacy in Provisioning
D. Enable an email template that has the online offer token, directing candidates to the career portal

Question: 110

A Recruiter cannot see the status "Phone Screening". What could be the cause? Note: There are 2 correct answers to this question.

A. The status Phone Screening is not set as visible by the recruiter
B. The status Phone Screening is not enabled in the talent pipeline
C. The status Phone Screening is not enabled in the Job Requisition template
D. The status Phone Screening is set as hidden in the Application template

Answer: A, B

Question: 111

For which of the Recruiting module can you create custom help text? Note: There are 3 correct answers to this question.

A. Offer approval
B. Requisition
C. Offer detail
D. Interview Central
E. Application (Candidate view and Recruiter view)

Answer: B, C, E

Question: 112

How can e-mail notification templates be created to satisfy a customer's requirements? Note: There are 2 correct answers to this question.

A. Adjust the available standard templates in the Admin Center.
B. Upload new e-mail templates in Provisioning.
C. Create new e-mail templates in the Admin Center.
D. Copy an existing e-mail template in Provisioning.

Answer: A, C

Question: 113

The customer asks to set up a route map step where the Hiring Manager reviews a job requisition during the creation process. The Hiring Manager is not necessarily the one who creates the Job Requisition. What can you do in the initial step of the route map? Note: There are 2 correct answers to this question.

A. Add the G as Single Role.
B. Set up a collaborative step with the operators that customer needs.
C. Add the O as Single Role.
D. Set up an interactive step with 0.

Answer: C, D

Question: 114

When building the sm-mapping between employee profile and candidate profile to which data model does the second field-id reference?

A. Job Requisition template
B. Application template
C. Candidate Profile data model
D. Succession data model

Answer: D

Question: 115

How many Application templates can be connected to one Job requisition template?

A. 3
B. 2
C. 1
D. 4

Answer: C