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NEW QUESTION: 1

What happens if the Candidate Profile background element is mapped to the Employee Profile background element?

There are 2 correct answers to this question.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 2

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

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

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 3

You want to link a field in the job requisition, where the job requisition template name is "Simple Job Requisition", to a field in the offer template. What attribute do you use?

- A. template-type= 'simple job requisition'
- B. template-type="job-req"
- C. template-type= "job-requisition"
- D. template-type="job-JRDM"

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 4

Who can edit an existing recruiting group? Choose one:

- A. The original creator of the requisition template
- B. The original creator of the recruiting group
- C. All members of the recruiting group
- D. All users with appropriate administrative permissions

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 5

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. Succession Template
- D. CDM template

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

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

- A. [[CANDIDATE_OFFER_URL]]
- B. [[CAREER_SITE_URL]]
- C. [[APPLICATION_PAGE_URL]]
- D. [[LOGINJJRL]]

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 7

What happens if a job requisition deleted? Choose one:

- A. The job requisition can be restored in Provisioning
- B. The job requisition can be restored by the support team
- C. The job requisition is permanently deleted from the database
- D. The job requisition can be restored in the Admin Center

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 8

Where is private job posting activated? Choose one:

- A. In Provisioning--> Company Settings
- B. In Admin Center-> Manage Recruiting Sites
- C. In Provisioning--> Managing Recruitment
- D. In Admin Center--> Manage Recruiting Settings

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 9

You want to trigger e-mails that are triggered by candidate status. Where do you set up these email templates? Choose one:

- A. In the Manage Recruiting E-mail Templates
- B. In the E-mail notification template settings
- C. In the Manage Recruiting Settings
- D. In the Manage Offer Letter Templates

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 10

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

- A. One for each JRDM template
- B. One for all candidates
- C. One for internal candidates and one for each external career site
- D. One for Internal Candidates and one for external candidates

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 11

Who can configure Custom Help Text? Choose one:

- A. Candidates
- B. Recruiters
- C. Administrators
- D. Hiring Managers

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 12

Offer letters can be extended to candidates in the following formats: Choose one:

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

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 13

Custom help text is available in which of the following templates: There are 4 correct answers to this question.

- A. Job Requisition
- B. Candidate Profile
- C. Interview Central
- D. Candidate Application
- E. Offer Details

Answer: A,B,D,E ([LEAVE A REPLY](#))

NEW QUESTION: 14

You have only granted read permissions to the G role for the pre-approved status. However, the hiring manager can edit some fields in the pre-approval stage. What could have caused this problem? Please choose the correct answer.

- A. The J role has write permissions for these fields
- B. The G role has write permissions for these fields in the approved status and closed status
- C. The V 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 ([LEAVE A REPLY](#))

NEW QUESTION: 15

What are the best practices to edit the Candidate Profile Template (CPT)? There are 2 correct answers to this question.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 16

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

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

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 17

What happens with candidates who fail a pre-screening question? Choose one:

- A. They are treated as all other candidates by the system
- B. They have status Forwarded and show on the candidate summary page in a pink row
- C. They have the status Auto Disqualified and show on the candidate summary page in a pink row.
- D. They have status New and show on the candidate summary page in a pink row.

Answer: C (LEAVE A REPLY)

NEW QUESTION: 18

You are logged in to the agency portal as an agent. What actions can you perform when you have a suitable candidate for a job listing?

There are 2 correct answers to this question

- A. You can submit a new candidate
- B. You can submit your agency details
- C. You can submit an existing candidate
- D. You can submit a candidate to the interview status

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 19

What is the consequence when the anonymize attribute is set to true in the field definition?

Choose one:

- A. Field will be available only to Recruiter
- B. Field will be displayed only to internal candidate
- C. Field will be displayed only to external candidate
- D. Field will be considered personally identifying data and should be purged

Answer: D (LEAVE A REPLY)

NEW QUESTION: 20

How many CDM templates can be connected to one JRDM template? Choose one:

- A. 2
- B. 3

C. 1

D. 4

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 21

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

A. Job Requisition

B. In the Offer Detail template

C. Offer Email Template

D. Interview Central

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

Which of the following are part of the Candidate Profile Template (CPT)? There are 3 correct answers to this question.

A. Button Permissions

B. Meta Section

C. Background elements

D. Permissions

E. Override section

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 23

If a step in the job requisition route map is set up as iterative, it means that the form is:
Choose one:

A. Looping between 2 or more people

B. Simultaneous edit and viewing by 2 or more people

C. None of the above

D. Assigned to a single role or user

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 24

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

A. The field-definition has NOT been included in the Offer template

B. The feature-permission does NOT include the correct candidate status name

C. The field-permission has NOT been included in the CDM template

D. The feature-permission does NOT include the recruiter role

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 25

Which of the following are required to configure headers and footers? Choose one:

- A. All of the above
- B. Define header and footer text in admin center (or ad-hoc in the job requisition)
- C. Define fields permissions in the back-end of the system
- D. Enable feature in back-end of the system

Answer: A (LEAVE A REPLY)

NEW QUESTION: 26

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

- A. Additional requisition approvers with permissions to 'Manage Offer Letter Templates' in the Admin L' Center
- B. System admins with permission to 'Manage Route Maps' in the Admin Center
- C. Users with permissions to configure the Offer Details template within the Recruiting section the Instance
- D. Operators with permission to launch the offer approval in the respective candidate status

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 27

You have created an email template to be sent out when a candidate applies to an open position. Where would you associate that template?

Choose one:

- 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. Admin Center > Edit Applicant Status Configuration
- D. In the Job Requisition

Answer: C (LEAVE A REPLY)

NEW QUESTION: 28

What requirement must be met in order to configure a background element? Choose one:

- A. The background element is defined in Admin Center in order to be available in the Succession Data U Model.
- B. The background element is defined in both the JRDM and CPT templates.
- C. The background element is defined in Admin Center in order to be available in the job requisition.
- D. The background element has a unique type-id.

Answer: D (LEAVE A REPLY)

NEW QUESTION: 29

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

- A. Interviewers can add additional pre-screening questions
- B. Interviewers can add comments
- C. Interviewers can upload additional notes
- D. Interviewers can answer the pre-screening questions

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 30

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

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

Answer: B,D (LEAVE A REPLY)

NEW QUESTION: 31

Which of the following steps are required to implement a new CDM template for an existing JRDM template? There are 2 correct answers to this question.

- A. Update the <application-status-set> in the JRDM template
- B. Connect the templates in Admin Center Form Template Settings
- C. Configure a new CDM template with a new <template-name>
- D. Update the <application-template-name> in the JRDM template

Answer: C,D (LEAVE A REPLY)

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NEW QUESTION: 32

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 do you solve this problem? Choose one:

- A. Add the field AgencyPosting to the CDM template and grant the field permission
- B. Enable the external career site
- C. Add the field AgencyPosting to the JRDM template and grant the field permission

D. Enable the private postings

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 33

Which information must be defined within the feature permissions in the JRDM template?

There are 3 correct answers to this question

A. Application status set

B. Rating Scale

C. Recruiting role

D. Candidate Status

E. Type of feature permission

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 34

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. First and last name of the user

B. Unique e-mail address for the user

C. Ownership requirements for the user

D. Agency agreement text for the user

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 35

Who can reassign job requisitions to other recruiting users? Choose one:

A. Any user with permissions defined in the JRDM

B. Any user with permissions defined in the candidate profile template

C. All users without additional permissions assigned

D. Any user with the appropriate role-based permissions

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 36

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 invite to Apply status needs to be enabled in the talent pipeline

C. The default status needs to have an e-mail template associated to the external candidate

D. The trigger in Admin Center-->Recruiting E-mail Triggers must be enabled for Application updated the L-' Candidate.

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 37

When using Interview Central, what is the Hiring Manager Note used for? Choose one:

- A. To invite the hiring manager to the interview
- B. To save notes about the interviewee
- C. To give instructions to the interviewers
- D. To inform the recruiter about the hiring managers decision

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 38

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

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

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 39

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 40

What does SAP recommend you use pre-screening questions for? There are 2 correct answers to this question.

- A. To determine eligibility for employment
- B. To determine gender
- C. To determine ability and willingness to travel
- D. To determine level of motivation

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 41

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

- A. Approval route map
- B. Tokens used in the offer letters

- C. Field permissions
- D. The language of the offer letters

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 42

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

- A. NONE
- B. ACTIVE
- C. INACTIVE
- D. DELETED
- E. OBSOLETE

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 43

Potential duplicate candidates are flagged based on the following criteria: Choose one:

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

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 44

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

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

Answer: A,B ([LEAVE A REPLY](#))

NEW QUESTION: 45

If you want to create and send a contract to your candidate which type of feature permissions do you enable?

- A. Offer Letters
- B. Application historical results
- C. Onboarding letters
- D. Offer Approvals

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 46

Where is the candidate status set configured? Choose one:

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

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 47

What is the Anonymize Attribute required for?

Choose one:

- A. To trigger the country override in the application
- B. To adhere to Data Privacy 1.0 and Data Retention 1.0 guidelines
- C. To purge personal identifiable information
- D. To display candidate facing fields in the application

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 48

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 49

Which functions are controlled by feature permissions? 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: ([SHOW ANSWER](#))

NEW QUESTION: 50

Where do you set up and define permissions for the Hiring Manager note field? Choose one:

A. In the JRDM template

B. In the CPT template

C. In the Offer Details template

D. In the CDM template

Answer: ([SHOW ANSWER](#))

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