

SAP.C-THR83-2205.v2022-09-04.q37

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NEW QUESTION: 1

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 2

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. The Job Board may need to activate the configuration
- D. Recruiting Posting may need to activate the configuration

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

NEW QUESTION: 3

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

- A. 2

- B. 1
- C. 3
- D. 4

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

NEW QUESTION: 4

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

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

NEW QUESTION: 5

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. Add the field agencyposting to the Application template and grant the field permission
- B. Enable private postings
- C. Enable the external career site
- D. Add the field agencyposting to the Job Requisition template and grant the field permission

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

NEW QUESTION: 6

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

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

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

NEW QUESTION: 7

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. Populated from the career portal of the interviewer
- C. Entered by the interviewer into Interview Central

D. Entered by the interviewer into interview scheduling

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

NEW QUESTION: 8

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. picklist

B. enum

C. derived

D. bool

E. text

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

NEW QUESTION: 9

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

A. Late stage applications enable a candidate to be in a job requisition without actually applying

B. Multistage applications display fields at specific statuses in the candidate pipeline.

C. Late stage applications apply to the hiring manager role

D. Multistage applications are configured for candidate fields only

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 10

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 background sections display in the candidate profile in exactly the order they configured in the employee profile

C. The candidate profile data is pre-populated in the employee profile

D. The employee data is pre-populated in the candidate profile

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 11

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

A. Approval route map

B. Field permissions

C. The language of the offer letters

D. Tokens used in the offer letters

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

NEW QUESTION: 12

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

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

NEW QUESTION: 13

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 14

Why are pre-screening questions used?

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

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

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

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

NEW QUESTION: 16

What is the Anonymize attribute intended for?

- A. To display candidate facing field in the application

- B. To adhere data privacy 1.0 and data retention 1.0 guidelines
- C. To purge personal identifiable information
- D. To trigger the country override in the application

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

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NEW QUESTION: 17

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

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

NEW QUESTION: 18

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 19

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

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

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

NEW QUESTION: 20

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

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

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

NEW QUESTION: 21

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 23

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

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

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

NEW QUESTION: 24

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. In the Job Requisition
- C. Admin Center > Edit Applicant Status Configuration
- D. Admin Center > E-mail Notifications

Answer: C (LEAVE A REPLY)

NEW QUESTION: 25

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. The group was created by different user and only that user can edit the group details
- B. 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.
- C. Groups for Recruiting are modified strictly in back-end of the system.
- D. Once the group members are defined, it is not possible to update them

Answer: A (LEAVE A REPLY)

NEW QUESTION: 26

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

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 27

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

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

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 28

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 Job Application
- C. At the top and bottom of the Career Portal page
- D. At the top and bottom of the Job Description

Answer: (SHOW ANSWER)

NEW QUESTION: 29

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 Candidate privacy in Provisioning
- C. Enable an email template that has the online offer token, directing candidates to the career portal
- D. Enable DocuSign integration for eSignatures

Answer: C (LEAVE A REPLY)

NEW QUESTION: 30

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

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 31

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

Answer: (SHOW ANSWER)

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NEW QUESTION: 32

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

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

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

NEW QUESTION: 33

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

Please choose the correct answer.

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 34

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

- A. country
- B. department
- C. division
- D. location

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

NEW QUESTION: 35

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 36

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

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

D. Interview Central and rating candidates

Answer: D (LEAVE A REPLY)

NEW QUESTION: 37

Where are the values for the standard fields "country" and "stateProvince" derived from?

Please choose the correct answer.

A. Provisioning-> Search Filter Settings

B. Provisioning-> Company Settings

C. Admin Center--> Set up Job Board Options

D. Admin Center--> Picklist Management

Answer: C (LEAVE A REPLY)

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