SAP

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Certified Application Associate - SAP SuccessFactors Recruiting: Recruiter Experience 2H/2023

Questions And Answers PDF Format:

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Version = **Product**

Latest Version: 6.0

Question: 1

How are an interviewers ratings of an applicant displayed to a recruiter?2 correct ans

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

Answer: A D

Question: 2

When defining feature-permission in the job requisition template, which information is required. Note: There are 3 correct

A. Applicant Status Label
B. Feature type
C. Application Status Name
D. Operator role
E. Field ID

Answer: B D E

Question: 3

How do you make Custom Fields reportable?

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

Answer: B

Question: 4

What are operator roles used? 2 ans:

A. In requisition route maps
B. In candidate profile template field-permissions
C. In candidate application template field-permission
D. In Job requisition template mobile-fields

Answer: A C

Question: 5

Which of the following are characteristics of standard e-mail notification template? 2 correct ans

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

Answer: B D

Question: 6

Who can configure the approval workflow for the offer? Note: There are 2 correct ans.

A. Users with permissions to manage offer letter templates in the admin center
B. System admins with permission to "manage route maps" in the admin center
C. Operators with permissions to launch the offer approval in the respective applicant status if the approval workflow is configured as editable
D. Users with permissions to configure the offer details template within manage recruiting template

Answer: C D

Question: 7

You need to set up a route map step where the hiring manager reviews a job requisition during the creation process. This hiring manager does NOT necessarily need to be the person who creates the form. What needs to be configured in the first step of the route map? 2 ans:

A. The originator role needs to be added to the modify step
B. The modify step should be configured as an iterative or collaborative step depending on the requirements of the customer
C. The modify step needs to be configured as a single role type
D. The Hiring manager (G) needs to be added to the modify step

Answer: A D

Question: 8

A User wants to start a recruiting posting job posting. What must occur before the posting process can begin? 3 ans:

A. The position must be posted to the external career site
B. A job board configuration must be validated for the job board
C. The manage recruiting posting permission must be activated
D. At least one posting profile must be assigned to the recruiting user
E. The recruiting user must be assigned to one recruiting posting group

Answer: B C E

Question: 9

In order to associate a job requisition to an approval workflow what must be done? 2 ans.

A. Multiple route maps can be associated to one job requisition template
B. The job requisition must be associated to the appropriate route map in form template settings
C. A route map must be created and configured in admin center

D. A business rule to trigger the approval workflow must be created in admin center > configure business rules.

Answer: B C

Question: 10

Previous background check results
Which of the following standards objects CANNOT be configured in the job requisition template?

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

Answer: B

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