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NEW QUESTION: 1

What must you do to request access to a customers provisioning?

- A. Enable company settings in provisioning for the customer
- B. Gain customer approval to access their instance.
- C. Have access to the customers signed contract
- D. Assign the customer to your provisioning ID

Answer: B (LEAVE A REPLY)

NEW QUESTION: 2

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 3

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

NEW QUESTION: 4

Which fields types in the requisition template designate the dropdown values

A. Picklist

B. Text

C. Derived

D. Enum

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 5

You want to trigger e-mail by candidate status Where is the trigger configured?

A. In recruiting E-mail Triggers

B. In E-mail notification template settings

C. In edit applicant status configuration

D. In Mange recruiting e-mail template

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

NEW QUESTION: 6

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

A. Field permissions

B. The language of the offer letters

C. Approval route map

D. Tokens used in the offer letters

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

NEW QUESTION: 7

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. Job Application Template

B. Job Requisition Template

C. Candidate Profile Template

D. Manage Recruiting Settings

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

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

Answer: [\(SHOW ANSWER\)](#)

NEW 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. Approved

D. Closed

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

NEW QUESTION: 10

What are operator roles used? 2 ans:

A. In candidate application template field-permission

B. In candidate profile template field-permissions

C. In Job requisition template mobile-fields

D. In requisition route maps

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

NEW QUESTION: 11

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 an percentage

B. As an average rating for each competency

C. As approved or declined

D. As thumbs up or down

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

NEW QUESTION: 12

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

A. In the CPT template

- B. In the CDM template
- C. In the JRDM template
- D. In the Offer Details template

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 13

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

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

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

NEW QUESTION: 14

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 15

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

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

NEW QUESTION: 16

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

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

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NEW QUESTION: 17

When building the Sm-mapping between people profile and candidate profile, to which data model does the second field-id reference

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 18

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

- A. Email Notification Template Settings
- B. Recruiting Email Triggers
- C. Form Template Settings
- D. Edit Applicant Status Configuration

Answer: (SHOW ANSWER)

NEW QUESTION: 19

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

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 20

In admin center, where would you configure the e-mail template that is associated with the requisition route map?

- A. Manage recruiting groups
- B. Manage Recruiting settings
- C. Manage offer letter template
- D. E-mail template notification settings

Answer: D (LEAVE A REPLY)

NEW QUESTION: 21

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

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

Answer: D (LEAVE A REPLY)

NEW QUESTION: 22

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

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

Answer: B (LEAVE A REPLY)

NEW QUESTION: 23

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

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 24

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. The invite to Apply status needs to be enabled in the talent pipeline.
- B. The default status needs to have an e-mail template associated to the external candidate.
- C. An e-mail template needs to be configured.

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

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

NEW QUESTION: 25

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 26

Which of the following statements apply to a pre-screening questions?

- A. Pre screening questions can be designated to only appear internally or externally
- B. Pre screening question can be set to be a disqualifier questions
- C. Pre Screening questions are added directly to the application XML
- D. Pre screening questions can vary by job requisition

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

NEW QUESTION: 27

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 the fields that can be used as tokens within the job description
- B. To define the fields that are available in the approval section of the job requisition form
- 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: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 28

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

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

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

NEW QUESTION: 29

After testing the configuration of the job requisition and applicant status set, you realize the candidate is NOT able to see the pre-screening questions that have been added to the job requisition when initially applying to the position. What could have cause this issue?

- A. The appropriate feature-permission does NOT include the recruiter Role.
- B. The single stage application environment is causing issue
- C. The multi stage-application environment is enabled and the appropriate feature-permission has NOT been configured in the job requisition template
- D. The multi-stage application environment is enabled and the field-permission has not been included in the candidate application template.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 30

Which object type is recommended to be configured with the multi-selection attribute?

- A. Department generic object
- B. Location foundation object
- C. NO objects can use the multi-select attribute
- D. Division Generic Object

Answer: B (LEAVE A REPLY)

NEW QUESTION: 31

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

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

Answer: (SHOW ANSWER)

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NEW QUESTION: 32

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 33

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

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

NEW QUESTION: 34

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

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

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

NEW QUESTION: 35

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

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

NEW QUESTION: 36

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

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

NEW QUESTION: 37

What action is possible within interview central?

- A. Candidates can be moved to another status
- B. Candidates can be rated based on a set of competencies
- C. The recruiter can invite the candidate to apply
- D. The interviewer can extend the offer letter

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 38

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

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

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

NEW QUESTION: 39

When using interview central, what is the hiring manager note used for?

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

NEW QUESTION: 40

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

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

NEW QUESTION: 41

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. The background sections display in the candidate profile in exactly the order they configured in the employee profile
- B. The candidate profile data is pre-populated in the employee profile

- C. Only external work experience data is pre-populated in the candidate profile
- D. The employee data is pre-populated in the candidate profile

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 42

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

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

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

NEW QUESTION: 43

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 44

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

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

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

NEW QUESTION: 45

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. State
- C. Country
- D. Zip Code
- E. City/Region

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

NEW QUESTION: 46

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

- A. DELETED
- B. ACTIVE
- C. OBSOLETE
- D. DELETED
- E. INACTIVE

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

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NEW QUESTION: 47

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

- A. Id="amount"
- B. Id="employee referral"
- C. Id="erpAmount"
- D. Id="referral"

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 48

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 49

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

Answer: (SHOW ANSWER)

NEW QUESTION: 50

Which of the ff buttons are assigned permissions in the application template Note: there are 3 correct ans.

- A. Reopen
- B. Cancel
- C. Email
- D. Disqualify
- E. Forward as applicant

Answer: A,B,E (LEAVE A REPLY)

NEW QUESTION: 51

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

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

Answer: C (LEAVE A REPLY)

NEW QUESTION: 52

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

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

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 53

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

- A. Field ID
- B. Feature type
- C. Application Status Name
- D. Applicant Status Label

E. Operator role

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 54

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

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

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

NEW QUESTION: 55

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. Language skills
- B. Professional membership
- C. Expected salary
- D. Available start date

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

NEW QUESTION: 56

Which of the following location object data will populate into the job posting details when using the map to location foundation object field completion rule for location in recruiting posting? 3 ans

- A. Postcode
- B. Country/region
- C. State/province
- D. Language
- E. Location

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 57

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

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

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

NEW QUESTION: 58

Where do the headers and footers appear from the job requisition templates?

- A. At the top and bottom of the job application
- B. At the top and bottom of the job description
- C. Only in the job posting created by recruiting posting
- D. At the top and bottom of the candidate profile creation page

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

NEW QUESTION: 59

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 ([LEAVE A REPLY](#))

NEW QUESTION: 60

What happens when the candidate profile background element is mapped to the people profile background element? 2 ans:

- A. Only standards elements pre-populate the candidate profile
- B. Only the standard elements pre populated in the people profile
- C. The candidate profile data is populated to the people profile
- D. The people profile data is populated to the candidate profile

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

NEW QUESTION: 61

You have enabled interview scheduling. Where can a candidate manage all of their activities related to an interview?

- A. In The agency portal
- B. In the candidate tab
- C. In interview central
- D. In the career portal

Answer: ([SHOW ANSWER](#))

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NEW QUESTION: 62

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: B,C (LEAVE A REPLY)

NEW QUESTION: 63

What is the Anonymize attribute intended for?

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

Answer: A (LEAVE A REPLY)

NEW QUESTION: 64

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 save notes about the interviewee
- D. To inform the recruiter about the Hiring Manager decision

Answer: C (LEAVE A REPLY)

NEW QUESTION: 65

What is the purpose of the interview Guide field on the job requisition Template?

- A. To allow the hiring manager to send a message to the interviewers
- B. To allow interviewers to invite a candidate to join interview central in order
- C. To upload standard operating procedures for conducting an interview
- D. To provide candidates with logistic information for an interview

Answer: C (LEAVE A REPLY)

NEW QUESTION: 66

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. Background elements are set up to auto populate competencies

- C. SAP SuccessFactors Employee Central is in use
- D. Families and roles are implemented and maintained

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

NEW QUESTION: 67

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

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

NEW QUESTION: 68

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

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

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

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