SAP.C_THR83_1911.v2020-02-26.q30

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NEW QUESTION: 1

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

Choose one:

A. Values are set up in back end of the system

B. Admin Center > Set up Job Board Options

C. Admin Center > Picklist Management

D. Admin Center > Configured Standardization Mapping

Answer: B (LEAVE A REPLY)

NEW QUESTION: 2

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?

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. In the Job Requisition

D. Admin Center > Edit Applicant Status Configuration

Answer: (SHOW ANSWER)

NEW QUESTION: 3

Jobs can be posted to which of the following Choose one:

A. External Career Site

B. Agency Portal

C. All of the above

D. Internal Career Site

Answer: C (LEAVE A REPLY)

NEW QUESTION: 4
Which of the characteristics apply to pre-screening questions? There are 2 correct answers to this question.
A. Can vary by requisition
B. Cascading questions are supported
C. Can vary by internal and external candidates
D. Are in the CDM template
Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 5
Where do you access the route map e-mail templates?
A. In admin Center--> Email Template Notification Settings
B. In admin Center-> Manage Recruiting Email Template
C. In admin Center-> Manage Offer Letter Templates
D. In admin Center-> Manage Recruiting Settings
Answer: (SHOW ANSWER)

NEW QUESTION: 6
The first step in enabling agency access is done in which of the following areas? Choose one:
A. In the back-end of the system
B. Admin Center
C. Requisition Posting Details
D. Recruiting Tab
Answer: A (LEAVE A REPLY)

NEW QUESTION: 7
Which CDM override elements do you use to display specific fields on an application? There are 2 correct answers to this question.
A. Applicant type
B. Country of the job posting
C. Background element feature
D. Country of the job
Answer: (SHOW ANSWER)

NEW QUESTION: 8
Which button permissions are defined in the JRDM template? There are 2 correct answers to this question.
A. Close

B. Reopen

C. Decline

D. Approve

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 9

The maximum number of offer letter templates in the instance is: Choose one:

A. 5

B. 3

C. No limit on number of offer letter templates

D. 10

Answer: C (LEAVE A REPLY)

NEW QUESTION: 10

In order to evaluate candidate's competencies in Interview Central, which of the following items need to be defined?

Choose one:

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 (LEAVE A REPLY)

NEW QUESTION: 11

What Question No.attributes can be loaded when a Question library is imported? There are 2 correct answers to this question.

A. Refid

B. Locale

C. field-permission

D. Guid

Answer: B,D (LEAVE A REPLY)

NEW QUESTION: 12

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 JRDM template and grant the field permission

B. Add the field AgencyPosting to the CDM template and grant the field permission

C. Enable the private postings

D. Enable the external career site

Answer: A (LEAVE A REPLY)

NEW QUESTION: 13

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

A. They have the status Auto Disqualified and show on the candidate summary page in a pink row.

B. They are treated as all other candidates by the system

C. They have status New and show on the candidate summary page in a pink row.

D. They have status Forwarded and show on the candidate summary page in a pink row

Answer: (SHOW ANSWER)

NEW QUESTION: 14

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. Available start date for the position

C. Candidate's contact details

D. Candidate's education details

Answer: (SHOW ANSWER)

NEW QUESTION: 15

Why are pre-screening questions used? Choose one:

A. To disqualify less qualified candidates.

B. To request feedback from hiring managers.

C. To rank candidates after their interview.

D. To create a shortlist by requesting first feedback from recruiters.

Answer: A (LEAVE A REPLY)

NEW QUESTION: 16

Which of the following Recruiting Roles representee Job Requisition Recruiter? Choose one:

A. S

B. None of the above

C. R

D. G

Answer: C (LEAVE A REPLY)

NEW QUESTION: 17

Which information must be defined within the feature permissions in the JRDM template?
There are 3 correct answers to this question
A. Recruiting role
B. Type of feature permission
C. Rating Scale
D. Application status set
E. Candidate Status
Answer: (SHOW ANSWER)

NEW QUESTION: 18

What happens if you set the CDM attribute annonymize to "true"? Choose one:
A. The field content is displayed only to the hiring manager and the recruiter
B. The field is considered for purging of personally Identifying data
C. The field is hidden unless an override is set.
D. The field content is covered by ***
Answer: B (LEAVE A REPLY)

NEW QUESTION: 19

Custom help text is available in which of the following areas: There are 3 correct answers
to this question.
A. Offer Details
B. Candidate Profile
C. Job Requisition
D. Candidate Application
Answer: A,B,C (LEAVE A REPLY)

NEW QUESTION: 20

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: 21

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. In the Job Requisition

B. This is not possible; you will have to set up an Ad-Hoc email for this purpose.

C. Admin Center > Edit Applicant Status Configuration

D. Admin Center > E-mail Notifications

Answer: C (LEAVE A REPLY)

NEW QUESTION: 22

What is the effect of activating the Profile Before Application feature? There are 2 correct answers to this question

A. A candidate application can be admitted late to the selection process

B. A candidate needs to complete their profile before being able to send an application

C. A candidate needs to complete their profile before being able to search for a position

D. The registration via LinkedIn on career sites can be used

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 23

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

A. Configure the standard country field as a reportable field

B. Configure the standard country field and add it to the Internal and External Applicant search settings

C. Configure a filter field and add it to the Internal and External Applicant search settings

D. Configure a filter field and make it a custom token

Answer: C (LEAVE A REPLY)

NEW QUESTION: 24

What needs to be set up to configure e-mail triggers? There are 2 correct answers to this question.

A. An e-mail template needs to be assigned to the e-mail trigger

B. The e-mail trigger needs to be enabled in the Admin Center

C. The e-mail trigger needs to be enabled in the JRDM template

D. The J permissions needs to be granted in the CDM template

Answer: A,B (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? Choose one:

A. Once the group members are defined, it is not possible to update them

B. Recruiting Groups are created in Admin Center, but they are modified in the Recruiting tab as long 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. The group was created by different user and only that user can edit the group details

Answer: D (LEAVE A REPLY)

NEW QUESTION: 26

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

A. [[CANDIDATE_OFFER_URL]]

B. [[APPLICATION_PAGE_URL]]

C. [[LOGINJJRL]]

D. [[CAREER_SITE_URL]

Answer: A (LEAVE A REPLY)

NEW QUESTION: 27

Where do you update the standard field label to change the label on the candidate application? Choose one:

A. CDM template

B. CPT template

C. Admin Center

D. Provisioning

Answer: D (LEAVE A REPLY)

NEW QUESTION: 28

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

A. Candidate's education

B. Expected salary

C. Candidate Contact details

D. Available start date

Answer: (SHOW ANSWER)

NEW QUESTION: 29

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. Connect the templates in Admin Center Form Template Settings

B. Update the <application-status-set> in the JRDM template

C. Update the <application-template-name> in the JRDM template

D. Configure a new CDM template with a new <template-name>

Answer: C,D (LEAVE A REPLY)

NEW QUESTION: 30

Which of the following mappings between a Candidate Profile (CPT) and an Application (CDM) will work?

There are 2 correct answers to this question.

A. The candidate's work history with background element ID "history" in the CPT is mapped to "history in the U CDM.

B. The candidate's last name field ID "lastName" in the CPT is mapped to "lastName" in the CDM.

C. The candidate's preferred language with field ID "prefLang" in the CPT is mapped to "language" in CDM.

D. The candidate's additional attachments with field ID "addattach" in the CPT is mapped to "addattach" in the CDM.

Answer: B,D (LEAVE A REPLY)