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QUESTION 1

Your client has a concern with allowing all users, specifically hiring managers, to record comments once a candidate has been screened or completed an interview. What are two recommendations that you can make to your client regarding their CSW configuration?

- A. A recommendation would be to utilize Qualifiers to collect structured data around reasons for a candidate's disqualification.
- B. A recommendation would be to remove the ability for hiring managers to make comments within the CSW.
- C. A recommendation would be to provide training to hiring managers on the company's hiring policies and procedures.
- D. It would be recommended to remove the hiring manager's access from the system when there is cause for concern.

Correct Answer: A

QUESTION 2

Your company is global and the standard Social Security Number field does not support your needs for capturing National IDs outside of the United States. Which two items represent the best design option for addressing this challenge?

- A. Create a generic National ID UDF and contextualize for use in all non-U.S. countries.
- B. Use Configuration to change the label of the Social Security Number field to something more generic.
- C. Contextualize the standard Social Security Number field for the United States only.
- D. Create a new UDF for candidates to select a value from a list to indicate when they have entered something that is not a U.S. Social Security Number.

Correct Answer: C

QUESTION 3

Your client would like to enforce that all hiring managers who are hiring engineers to consider only candidates with a Masters degree. What are two configurations that you can set in the system to make this rule increasingly visible to the managers?

- A. Set your manager's user type to only display candidates that have a Masters degree or higher.
- B. Ensure that the list view variation assigned to managers contains the field Education Level on Global and visible CSW Steps in the workflow.
- C. Adjust the manager's Configuration Profile to only display candidates that have a Masters degree or higher.
- D. Enable the Candidate Compare Feature so that managers can easily view the education level of their candidates side by side for each job.



E. Ensure that the SmartOrg Settings for the engineering job family are set such that any candidate that does not have a Masters degree education level or higher is automatically disqualified.

Correct Answer: BE

QUESTION 4

Your client wants to present different Requisition views, one for Managers and one for Recruiters. What configurations will support this requirement?

- A. Create two different Configuration Profiles, one for Managers and one for Recruiters.
- B. Create two different Requisition Files, one for Recruiters and one for Managers.
- C. Set the field properties to (Mandatory = Yes) in the Selected Element Properties section for this field.
- D. Create two different Requisition Files, one for Managers and one for Recruiters, and associate them with different Manager and Recruiters Configuration Profiles.

Correct Answer: B

Explanation: A requisition file details the specific requirements for a job position.

Incorrect:

Not Configuration Profiles: A configuration profile is a set of settings which control how the application behaves for a specific set of

users to better fit the user experience.

It is through the configuration profile that different product behaviors can be achieved such as a streamlined manager product experience vs. a more robust recruiter product experience. Users may

have the same set of permissions which grant access to specific features, but how a user is presented

access to the features is then further controlled by the configuration profile designation.

QUESTION 5

What is the name of the search utility that uses patterns and themes to search the database for candidates?

- A. Conceptual
- B. Relational
- C. Simultaneous
- D. Collaborational

Correct Answer: B



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