

SAP.C-THR83-2105.v2021-12-30.q51

Exam Code:	C-THR83-2105
Exam Name:	SAP Certified Application Associate - SAP SuccessFactors Recruiting: Recruiter Experience 3H/2021
Certification Provider:	SAP
Free Question Number:	51
Version:	v2021-12-30
# of views:	1533
# of Questions views:	510
https://www.freepdfdumps.com/SAP.C-THR83-2105.v2021-12-30.q51.html	

NEW QUESTION: 1

Which information must be defined within the feature permissions in the JRDM template?

There are 3 correct answers to this question

- A. Application status set
- B. Rating Scale
- C. Recruiting role
- D. Candidate Status
- E. Type of feature permission

Answer: C,D,E (LEAVE A REPLY)

NEW QUESTION: 2

The first step in enabling agency access is done in which of the following areas? Choose one:

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

Answer: D (LEAVE A REPLY)

NEW QUESTION: 3

What is the consequence when the anonymize attribute is set to true in the field definition?

Choose one:

- A. Field will be displayed only to external candidate
- B. Field will be displayed only to internal candidate

- C. Field will be available only to Recruiter
- D. Field will be considered personally identifying data and should be purged

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

NEW QUESTION: 4

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 J permissions needs to be granted in the CDM template
- D. The e-mail trigger needs to be enabled in the JRDM template

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

NEW QUESTION: 5

How can e-mail notification templates be created to satisfy a customer's requirements? There are 2 correct answers to this question.

- A. Upload new e-mail templates in Provisioning.
- B. Copy an existing e-mail template in Provisioning.
- C. Create new e-mail templates in the Admin Center.
- D. Adjust the available standard templates in the Admin Center.

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

NEW QUESTION: 6

Which color is used for the business card of agency candidates displayed in Recruiting? Choose one:

- A. Pink
- B. Yellow
- C. Blue
- D. Green

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 7

What triggers the overrides on a CDM template? Choose one:

- A. The standard country field in the CPT template
- B. The standard country field in the CDM template
- C. The home country of the candidate
- D. The standard country field in the JRDM template

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

NEW QUESTION: 8

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

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

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

NEW QUESTION: 9

You want a custom field from the job requisition to be available as a token for Recruiting E-mails. How do you do this?

There are 2 correct answers to this question.

- A. Add the field ID as a reportable field in order to use it as a token.
- B. Add the field ID to the manage recruiting section in Provisioning-->Configure custom token settings
- C. Add the field ID to the Manage Recruiting E-mail section in the Admin Center
- D. Add the field ID to the Job Req section in Provisioning--> Configure custom tokens and synchronize the existing data

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 10

Which of the following are part of the Candidate Profile Template (CPT)? There are 3 correct answers to this question.

- A. Background elements
- B. Permissions
- C. Override section
- D. Button Permissions
- E. Meta Section

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 11

Interview scheduling and outlook integration is enabled. How are available time slots for an interview created in the system?

Please choose the correct answer.

- A. Entered by the interviewer into Interview Scheduling
- B. Populated from the Career Portal of the Interviewer
- C. Populated from the outlook calendar of the interviewer
- D. Entered by the interviewer into Interview central

Answer: ([SHOW ANSWER](#))

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. Enable the private postings
- C. Enable the external career site
- D. Add the field AgencyPosting to the CDM template and grant the field permission

Answer: A (LEAVE A REPLY)

NEW QUESTION: 13

Which of the following are required to configure headers and footers? Choose one:

- A. Define header and footer text in admin center (or ad-hoc in the job requisition)
- B. Define fields permissions in the back-end of the system
- C. All of the above
- D. Enable feature in back-end of the system

Answer: C (LEAVE A REPLY)

NEW QUESTION: 14

What are the options for job board availability?

- A. Preselected
- B. Optional
- C. Default
- D. Recommended

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 15

You want to trigger e-mails that are triggered by candidate status. Where do you set up these email templates? Choose one:

- A. In the E-mail notification template settings
- B. In the Manage Recruiting E-mail Templates
- C. In the Manage Recruiting Settings
- D. In the Manage Offer Letter Templates

Answer: B (LEAVE A REPLY)

NEW QUESTION: 16

After the agency posting field is added and permissioned in the requisition through manage templates, what other steps must be configured to utilize the agency portal?

- A. Post a requisition to the specific agency.
- B. Configure Standardization Mapping.
- C. Modify Form Template Settings.
- D. Set up the Agency Access in Admin Center.

Answer: A,D (LEAVE A REPLY)

Valid C-THR83-2105 Dumps shared by Actual4test.com for Helping Passing C-THR83-2105 Exam! Actual4test.com now offer the **newest C-THR83-2105 exam dumps**, the Actual4test.com C-THR83-2105 exam **questions have been updated** and **answers have been corrected** get the **newest** Actual4test.com C-THR83-2105 dumps with Test Engine here: https://www.actual4test.com/C-THR83-2105_examcollection.html (**158 Q&As Dumps, 30%OFF Special Discount: Freepdfdumps**)

NEW QUESTION: 17

When building the sm-mapping between Employee Profile and Candidate Profile to which data model does the second field-id refer to? Choose one:

- A. CDM data model
- B. CPT data model
- C. Succession data model
- D. JRDM data model

Answer: C (LEAVE A REPLY)

NEW QUESTION: 18

Where do the headers and footers included in the JRDM templates appear? Please choose the correct answer. Choose one:

- A. At the top and bottom of the Recruiting Marketing application
- B. At the top and bottom of the career portals page
- C. At the top and bottom of the job application
- D. At the top and bottom of the job description

Answer: D (LEAVE A REPLY)

NEW QUESTION: 19

Which of the following actions are possible in interview central? There are 2 correct answers to this question.

- A. Candidates can be rated on competencies
- B. Candidates can be moved to another status
- C. Candidates can be invited to an interview
- D. Candidates can be ranked according to their ratings

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 20

If a step in the job requisition route map is set up as iterative, it means that the form is: Choose one:

- A. None of the above
- B. Simultaneous edit and viewing by 2 or more people
- C. Assigned to a single role or user
- D. Looping between 2 or more people

Answer: D (LEAVE A REPLY)

NEW QUESTION: 21

Potential duplicate candidates are flagged based on the following criteria: Choose one:

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

Answer: B (LEAVE A REPLY)

NEW QUESTION: 22

What happens if the public field attribute is set to false? Choose one:

- A. The field will NOT be available on the job requisition
- B. The field will NOT be available as a custom token
- C. The field will NOT be available to candidates on the application
- D. The field will NOT be available in reporting

Answer: C (LEAVE A REPLY)

NEW QUESTION: 23

Which of the following buttons are assigned permissions in the CDM template? There are 2 correct answers to this question.

- A. Resume
- B. Forward
- C. Reopen
- D. E-mail

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 24

Where is private job posting activated? Choose one:

- A. In Provisioning--> Managing Recruitment
- B. In Provisioning--> Company Settings
- C. In Admin Center-> Manage Recruiting Sites
- D. In Admin Center--> Manage Recruiting Settings

Answer: D (LEAVE A REPLY)

NEW QUESTION: 25

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 additional attachments with field ID "addattach" in the CPT is mapped to "addattach" in the CDM.
- C. The candidate's last name field ID "lastName" in the CPT is mapped to "lastName" in the CDM.
- D. The candidate's preferred language with field ID "prefLang" in the CPT is mapped to "language" in CDM.

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

NEW QUESTION: 26

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

- A. The language of the offer letters
- B. Approval route map
- C. Field permissions
- D. Tokens used in the offer letters

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

NEW QUESTION: 27

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? Choose one:

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

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

NEW QUESTION: 28

Offer letters can be extended to candidates in the following formats: Choose one:

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 29

If you want to narrow down the pool of people who can fulfill a role designated on the route map to only someone from the Finance department, what would you create? Choose one:

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

Answer: (SHOW ANSWER)

NEW QUESTION: 30

In order to rate a candidate in Interview Central, which of the following items need to be defined? Choose one:

- A. Header and Footer on Job Requisition
- B. Pre-Screening Questions on Job Requisition
- C. Questions on Candidate Application
- D. Competencies on Job Requisition

Answer: D (LEAVE A REPLY)

NEW QUESTION: 31

What requirement must be met in order to configure a background element? Choose one:

- A. The background element is defined in Admin Center in order to be available in the Succession Data U Model.
- B. The background element has a unique type-id.
- C. The background element is defined in Admin Center in order to be available in the job requisition.
- D. The background element is defined in both the JRDM and CPT templates.

Answer: B (LEAVE A REPLY)

Valid C-THR83-2105 Dumps shared by Actual4test.com for Helping Passing C-THR83-2105 Exam! Actual4test.com now offer the **newest C-THR83-2105 exam dumps**, the Actual4test.com C-THR83-2105 exam **questions have been updated** and **answers have been corrected** get the **newest** Actual4test.com C-THR83-2105 dumps with Test Engine here: https://www.actual4test.com/C-THR83-2105_examcollection.html (**158** Q&As Dumps, **30%OFF** Special Discount: **Freepdfdumps**)

NEW QUESTION: 32

In which of the following situations is the V designator used? Choose one:

- A. An additional approver needs to be involved in the approval process.
- B. An approver cannot see fields that include required information for an approval.
- C. A new employee is onboarded who needs to create a requisition.
- D. An approver needs to close a requisition.

Answer: (SHOW ANSWER)

NEW QUESTION: 33

What is the Anonymize Attribute required for?

Choose one:

- A. To display candidate facing fields in the application
- B. To purge personal identifiable information
- C. To adhere to Data Privacy 1.0 and Data Retention 1.0 guidelines
- D. To trigger the country override in the application

Answer: B (LEAVE A REPLY)

NEW QUESTION: 34

You are logged in to the agency portal as an agent. What actions can you perform when you have a suitable candidate for a job listing?

There are 2 correct answers to this question

- A. You can submit an existing candidate
- B. You can submit a new candidate
- C. You can submit your agency details
- D. You can submit a candidate to the interview status

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 35

What Question attributes can be loaded when a Question library is imported? There are 2 correct answers to this question.

- A. Locale
- B. Refid
- C. field-permission
- D. Guid

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 36

A Recruiting user wants to post a job. At a minimum, how many Posting Profiles must be assigned to this user?

- A. 0
- B. 3
- C. 2
- D. 1

Answer: D (LEAVE A REPLY)

NEW QUESTION: 37

Which of the following actions are possible in Interview Central? There are 2 correct answers to this question.

- A. Interviewers can add comments
- B. Interviewers can answer the pre-screening questions
- C. Interviewers can add additional pre-screening questions
- D. Interviewers can upload additional notes

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

NEW QUESTION: 38

Who can reassign job requisitions to other recruiting users? Choose one:

- A. Any user with the appropriate role-based permissions
- B. All users without additional permissions assigned
- C. Any user with permissions defined in the candidate profile template
- D. Any user with permissions defined in the JRDM

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 39

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 40

Which of the following information is most commonly obtained from the candidate's profile: There are 2 correct answers to this question.

- A. Available start date for a specific position
- B. Candidate's expected salary for a specific position
- C. Candidate's education details
- D. Candidate's contact details

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

NEW QUESTION: 41

What are the option to implement an offer approval? There are 2 correct answers to this question.

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

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

NEW QUESTION: 42

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. Late stage applications apply to the hiring manager role
- C. Multistage applications are configured for candidate fields only
- D. Multistage applications display fields at specific statuses in the candidate pipeline.

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

NEW QUESTION: 43

When using Interview Central, what is the Hiring Manager Note used for? Choose one:

- A. To give instructions to the interviewers
- B. To inform the recruiter about the hiring managers decision
- C. To save notes about the interviewee
- D. To invite the hiring manager to the interview

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

NEW QUESTION: 44

Competencies in Recruiting Management are used for which of the following? Choose one:

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

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

NEW QUESTION: 45

Which type of JRDM attribute do you use to create a true/false option? Choose one:

- A. bool
- B. derived
- C. enum
- D. text

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

NEW QUESTION: 46

Where are status groups created? Choose one:

- A. In the JRDM template
- B. In the Admin Center
- C. In Provisioning

D. In the CDM template

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

Valid C-THR83-2105 Dumps shared by Actual4test.com for Helping Passing C-THR83-2105 Exam! Actual4test.com now offer the **newest C-THR83-2105 exam dumps**, the Actual4test.com C-THR83-2105 exam **questions have been updated** and **answers have been corrected** get the **newest** Actual4test.com C-THR83-2105 dumps with Test Engine here: https://www.actual4test.com/C-THR83-2105_examcollection.html (**158 Q&As Dumps, 30%OFF Special Discount: Freepdfdumps**)

NEW QUESTION: 47

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

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 48

Where are the statuses in the talent pipeline modified in Admin Center?

- A. Edit Applicant Status Configuration
- B. Manage Recruiting Sites
- C. Manage Recruiting Settings
- D. Manage Recruiting Sites

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

NEW QUESTION: 49

In which of the following formats can offer letters be extended to candidates?

- A. Sent by email as a PDF attachment
- B. All of the above
- C. Recorded as a verbal offer in system
- D. Sent as an Online Offer

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

NEW QUESTION: 50

You have created an email template to be sent out when candidate applies to an open position. Where would you associate that template? Choose one:

- A. Admin Center > Edit Applicant Status Configuration
- B. In the Job Requisition
- C. Admin Center > E-mail Notifications
- D. This is not possible; you will have to set up an Ad-Hoc email for this purpose

Answer: A (LEAVE A REPLY)

NEW QUESTION: 51

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. Groups for Recruiting are modified strictly in back-end of the system
- C. 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.
- D. The group was created by different user and only that user can edit the group details

Answer: D (LEAVE A REPLY)

Valid C-THR83-2105 Dumps shared by Actual4test.com for Helping Passing C-THR83-2105 Exam! Actual4test.com now offer the **newest C-THR83-2105 exam dumps**, the Actual4test.com C-THR83-2105 exam **questions have been updated** and **answers have been corrected** get the **newest** Actual4test.com C-THR83-2105 dumps with Test Engine here: https://www.actual4test.com/C-THR83-2105_examcollection.html (**158** Q&As Dumps, **30%OFF** Special Discount: **Freepdfdumps**)