

## SAP.C-THR83-2111.v2022-02-17.q29

<b>Exam Code:</b>	C-THR83-2111
<b>Exam Name:</b>	SAP Certified Application Associate - SAP SuccessFactors Recruiting: Recruiter Experience 2H/2021
<b>Certification Provider:</b>	SAP
<b>Free Question Number:</b>	29
<b>Version:</b>	v2022-02-17
<b># of views:</b>	1270
<b># of Questions views:</b>	290
<a href="https://www.freepdfdumps.com/SAP.C-THR83-2111.v2022-02-17.q29.html">https://www.freepdfdumps.com/SAP.C-THR83-2111.v2022-02-17.q29.html</a>	

### NEW QUESTION: 1

What Job requisition attribute types allow you to create a dropdown field with Admin Center values? Note: There are 2 correct answers to this question.

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

**Answer:** (SHOW ANSWER)

### NEW QUESTION: 2

What needs to be enabled for an external candidate to accept an online offer without using an eSignature?

- A. Enable Role based permissions (RBP) for candidates
- B. Enable Candidate privacy in Provisioning
- C. Enable DocuSign integration for eSignatures
- D. Enable an email template that has the online offer token, directing candidates to the career portal

**Answer:** D (LEAVE A REPLY)

### NEW QUESTION: 3

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 candidate profile data is pre-populated in the employee profile

- B. The background sections display in the candidate profile is exactly the order they configured 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: A,D ([LEAVE A REPLY](#))**

#### **NEW QUESTION: 4**

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

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

#### **NEW QUESTION: 5**

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

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

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

#### **NEW QUESTION: 6**

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

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

#### **NEW QUESTION: 7**

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 Application 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 multistage applications, permission for the Comments field must be given in the Job Requisition template.

D. For single stage applications, the recruiting operator and candidate field access are determined through the <field-permission> Element configured in the candidate profile template.

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

#### **NEW QUESTION: 8**

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 approvers on the Offer Approval Template associated with the job requisition
- 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 fields that can be used as tokens within the job description

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

#### **NEW QUESTION: 9**

How many Application templates can be connected to one Job requisition template?

- A. 2
- B. 1
- C. 3
- D. 4

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

#### **NEW QUESTION: 10**

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

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

#### **NEW QUESTION: 11**

What is the Anonymize attribute intended for?

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

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

**NEW QUESTION: 12**

When using Interview Central, what is the Hiring Manager notes used for?

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

**Answer: A (LEAVE A REPLY)**

**NEW QUESTION: 13**

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

- A. Add the operators for each permission block
- B. Define the permissions in the role based permissions section in the Admin Center
- C. Set the permissions to write or read for each field
- D. Assign a permission to a field for each status (pre-approved, approved and closed)
- E. Permission the V role for each field

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

**NEW QUESTION: 14**

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

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

**Answer: A (LEAVE A REPLY)**

**NEW QUESTION: 15**

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

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

**NEW QUESTION: 16**

Which information must be defined within feature-permissions in the Job Requisition template? Note: There are 3 correct answers to this question.

- A. Applicant status label

- B. Type of feature permission
- C. Applicant status name
- D. Recruiting role(s)
- E. Rating Scale

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

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#### **NEW QUESTION: 17**

For which of the Recruiting module can you create custom help text? Note: There are 3 correct answers to this question.

- A. Offer detail
- B. Offer approval
- C. Requisition
- D. Application (Candidate view and Recruiter view)
- E. Interview Central

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

#### **NEW QUESTION: 18**

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

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

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

#### **NEW QUESTION: 19**

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

- A. Print job requisition
- B. Delete job requisition
- C. Add Child Requisition

- D. Close job requisition
- E. Reopen job requisition

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

**NEW QUESTION: 20**

Which of the following mappings between a Candidate Profile template and a Candidate Application template will work? Note: There are 2 correct answers to this question.

- A. The candidate's additional attachments with field ID "addattach" in the Candidate Profile template are mapped to "addattach" in the Candidate Application template.
- B. The candidate's work history with background element ID "history" in the Candidate Profile template is mapped to "history" in the Candidate Application template.
- C. The candidate's last name field ID "lastName" in the Candidate Profile template is mapped to "lastName" in the Candidate Application template.
- D. The candidate's preferred language with field ID "prefLang" in the Candidate Profile template is mapped to "language" in the Candidate Application template.

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

**NEW QUESTION: 21**

Where do you grant a user access to recruiting email templates?

- A. Admin Center -> Manage permission roles
- B. Admin Center -> Manage recruiting settings
- C. Provisioning -> Company settings
- D. Provisioning -> Manage recruiting

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

**NEW QUESTION: 22**

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: 23**

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

- A. Interviewers may view uploaded company interview guidelines
- B. Interviewers can upload additional notes
- C. Interviewers may invite a candidate to join Interview Central to conduct the interview
- D. Interviewers may review prescreening questions

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

**NEW QUESTION: 24**

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

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

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

**NEW QUESTION: 25**

Where is the pre-defined workflow configured for the offer approval process?

- A. Offer Details template
- B. Admin Center
- C. Provisioning
- D. Job Requisition template

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

**NEW QUESTION: 26**

You have updated a standard field label in the Job Requisition template. However, this change was NOT reflected in the job requisition instance. Why?

- A. The ID in the Job requisition template permission section was not updated
- B. The label was not updated in the associated Application template
- C. The label was not updated in the correct Job requisition template.
- D. The label was not updated in Managing Job Requisition System Field Labels.

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

**NEW QUESTION: 27**

Which of the following are components of the Candidate Profile template? Note: There are 3 correct answers to this question.

- A. Button permissions
- B. SM mapping configuration.
- C. Override section
- D. Background elements
- E. Field permissions

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

**NEW QUESTION: 28**

Which functions are controlled by feature permissions? Note: There are 2 correct answers to this question.

- A. Offer letter creation
- B. Job requisition creation
- C. Starting interview process
- D. Ability to manage recruiting group

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

**NEW QUESTION: 29**

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

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

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

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