

SAP.C_THR83_2405.v2024-12-05.q26

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NEW QUESTION: 1

Where are the values located for the fields of "country" and "stateProvince" when the field type is derived?

- A. Manage recruiting triggers
- B. Picklist Center
- C. Manage recruiting settings
- D. Set up job board options

Answer: D (LEAVE A REPLY)

NEW QUESTION: 2

The (S) sourcer operator has a field permission taken away, but the V operator gives permission to that field.

The (S) sourcer is an approver in the route map. What is the results.

- A. It depends on the order in which the permissions were configured
- B. The V permission overrides the taken away S Permission
- C. The V permission causes the S permission to only allow for reporting of the field in question
- D. The V permission is irrelevant in this situation

Answer: (SHOW ANSWER)

NEW QUESTION: 3

Which step is required to correct an application template to the job requisition Template?

- A. Configure a new application template with a new <template-name>
- B. Correct the templates in form template settings

- C. Map the application template name in the job requisition template
- D. Map the < application-status-set> in the job requisition template.

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

NEW QUESTION: 4

What triggers the country-specific overrides on an application template?

- A. The country of the candidate captured in the application template
- B. The country of the candidate captured in the candidate profile template
- C. The country/region field used for candidate search filters in the job requisition template
- D. The derived country field in the job requisition template

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

NEW QUESTION: 5

What happens when a job board is marked as preselected?

- A. The job board is available for the posting but the job does NOT have to be posted to this job board
- B. The job board is available for the posting profile and the job must be posted to this job board.
- C. The job board is available for the posting profile and the job will be posted to this job board if NOT removed from the list during the posting process.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

In order for competencies to auto-populate in a job requisition, Which of the following must be done?

- A. The job description library must be configured for each job family and role.
- B. Job Profile Builder must be configured
- C. Families and roles are implemented and maintained with competencies
- D. The Competencies field must be defined in the job requisition template

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

NEW QUESTION: 7

A customer would like their recruiters to be able to access different fields on the candidate's application during the different statuses of the talent pipeline. Which of the FF feature allows this option?

- A. Late-stage application
- B. Single-stage application
- C. Multi stage application
- D. Configure multiple job requisition templates

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 8

Where are background elements mapped to synchronize the data between people profile and candidate profile?

- A. In the candidate profile template
- B. In the Application template
- C. In the Job requisition Template
- D. In the Succession Data Model

Answer: A (LEAVE A REPLY)

NEW QUESTION: 9

How many application templates can be connected to one job requisition template

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

Answer: B (LEAVE A REPLY)

NEW QUESTION: 10

When defining the field attribute overrides in the application XML, Which of the following attributes determine which overrides should trigger?

Note: There are 2 correct ans to this question.

- A. State/Province of the job Posting
- B. Applicant Type
- C. Country of the candidate
- D. Country of the Job

Answer: B,D (LEAVE A REPLY)

NEW QUESTION: 11

If a customer requires the requisition status field to automatically update when the job requisition has successfully completed the approval process(route map), which of the following needs to be configured?

- A. The due of the route map must be configured in mange route maps to ensure the approval is completed on time
- B. The picklist value for the open status must be configured as 9999
- C. The default job requisition status when a requisition is created or approved must be configured in manage recruiting settings
- D. The form template settings must be configured to auto-populate the picklist field in the job requisition

Answer: D (LEAVE A REPLY)

NEW QUESTION: 12

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

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

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

NEW QUESTION: 13

How do you make Custom Fields reportable?

- A. Define the fields in the template
- B. Define the public="true" attribute in the template
- C. Add the fields in provisioning and synchronize the data

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 14

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

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

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

NEW QUESTION: 15

What is the anonymize attribute intended for?

- A. To mark data as sensitive for read and change logging audits
- B. To display candidate facing fields in the application
- C. To trigger the country override in the application
- D. To hide personal identifiable information

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 16

What are operator roles used? 2 ans:

- A. In candidate profile template field-permissions
- B. In requisition route maps
- C. In candidate application template field-permission
- D. In Job requisition template mobile-fields

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

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NEW QUESTION: 17

What could cause an automated e-mail notification to be triggered? Note: There are 2 correct ans.

- A. A change in a candidate Password
- B. A Change in an applicant status
- C. A change in the label of a status
- D. A Change in the setup of a pre screening question

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 18

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

- A. In edit applicant status configuration
- B. In Manage recruiting e-mail template
- C. In E-mail notification template settings
- D. In recruiting E-mail Triggers

Answer: (SHOW ANSWER)

NEW QUESTION: 19

Which fields types in the requisition template designate the dropdown values

- A. Text
- B. Derived
- C. Picklist
- D. Enum

Answer: B,C (LEAVE A REPLY)

NEW QUESTION: 20

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

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

E. Reopen

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

A User wants to start a recruiting posting job posting. What must occur before the posting process can begin?

3 ans:

- A. At least one posting profile must be assigned to the recruiting user
- B. A job board configuration must be validated for the job board
- C. The recruiting user must be assigned to one recruiting posting group
- D. The position must be posted to the external career site
- E. The manage recruiting posting permission must be activated

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

NEW QUESTION: 22

If you want to create and send an offer to your candidate, which of the FF feature permissions do you enable?

2 ans

- A. Background check
- B. Interview assessments
- C. Offer letter
- D. Offer approval

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

NEW QUESTION: 23

You have granted a user with recruiting posting permission. When will this user have access to post a job using recruiting posting?

- A. After the next daily recruiting posting user synchronization
- B. Immediately
- C. After the next hourly recruiting posting user synchronization
- D. When an OData refresh is performed in the system

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

NEW QUESTION: 24

How many Candidate Profile Template can you configure in an instance?

- A. One for each Job Requisition Template
- B. One for internal Candidates and one for the external candidate
- C. One for the internal candidates and one for each external career site
- D. One for all candidates

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 25

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

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

Answer: (SHOW ANSWER)

NEW QUESTION: 26

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. Operator role
- D. Applicant Status Label
- E. Application Status Name

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

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