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Vendor:SAP

Exam Code:C_THR83_2105

Exam Name:SAP Certified Application Associate -
SAP SuccessFactors Recruiting: Recruiter Experience
3H/2021

Version:Demo

QUESTION 1

What field-permissions do you configure on the candidate profile template? Choose one:

- A. Read and write permissions for candidates and dynamic groups
- B. None, read and write for dynamic groups only
- C. Read and Write for candidates only
- D. None, read and write for candidates and dynamic groups

Correct Answer: A

QUESTION 2

What happens if you set the CDM attribute anonymize to "true"? Choose one:

- A. The field is hidden unless an override is set.
- B. The field is considered for purging of personally Identifying data
- C. The field content is covered by ***
- D. The field content is displayed only to the hiring manager and the recruiter

Correct Answer: B

QUESTION 3

Where can the user set up filters that will be available to search for jobs on the Internal Career Site?

- A. Admin Center -> Internal and External Career Search Settings
- B. Admin Center -> Manage Templates
- C. Admin Center -> Manage Recruiting Settings
- D. Admin Center -> Manage Recruiting Sites

Correct Answer: A

QUESTION 4

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

Correct Answer: AB

QUESTION 5

What could cause an automated e-mail notification to be triggered? There are 2 correct answers to this question.

- A. A change in a candidate status
- B. A change in a candidate password
- C. A change in role based permissions
- D. A change in an e-mail template

Correct Answer: AB

QUESTION 6

Which CDM override elements do you use to display specific fields on an application? There are 2 correct answers to this question.

- A. Background element feature
- B. Country of the job posting
- C. Applicant type
- D. Country of the job

Correct Answer: CD

QUESTION 7

Which functions are controlled by feature permissions? 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

Correct Answer: AC

QUESTION 8

What does SAP recommend you use pre-screening questions for? There are 2 correct answers to this question.

- A. To determine gender
- B. To determine ability and willingness to travel
- C. To determine eligibility for employment
- D. To determine level of motivation

Correct Answer: BC

QUESTION 9

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

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

Correct Answer: C

QUESTION 10

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

- A. Job Requisition
- B. In the back-end of the system
- C. Offer Email Template
- D. Admin Center

Correct Answer: B

QUESTION 11

How many CDM templates can be connected to one JRDM template? Choose one:

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

D. 4

Correct Answer: C

QUESTION 12

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 G role has write permissions for these fields in the approved status and closed status
- B. The G role has edit permissions for these fields via the Role Based Permission settings
- C. The V role has write permissions for these fields
- D. The J role has write permissions for these fields

Correct Answer: B