Test C-THR83-2505 Answers - C-THR83-2505 Cert Exam

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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• Candidate Profile Template: This section of the exam measures skills of Recruiting Analysts in configuring the candidate profile template. It includes the layout, field usage, and integration of candidate data to streamline talent acquisition and evaluation.
Topic 2	• Advanced Job Requisition Settings: This section of the exam evaluates the ability of SAP Consultants to handle advanced configuration of job requisitions. It includes field mapping, custom tokens, and XML configurations that enhance the requisition process.
Topic 3	• Job Requisition Enablement: This section of the exam assesses the knowledge of Recruiting Analysts in enabling and managing job requisition templates. It focuses on permissions, fields, and configuration elements necessary for defining job openings within the system.
Topic 4	• Setting Up the Instance: This section of the exam measures skills of SAP Consultants and covers the foundational steps required to configure a SuccessFactors instance for Recruiting Management. It includes understanding provisioning settings and initial system setup tasks that enable core recruiting functionality.
Topic 5	• E-mail Notifications: This section of the exam assesses the ability of Recruiting Analysts to manage e-mail triggers and notification templates. It includes configuration of communication settings to support automated messaging during the recruiting cycle.
Topic 6	• Application Template: This section of the exam assesses the ability of SAP Consultants to configure and maintain the application template. It includes customization of the candidate application process to ensure that data collection aligns with business requirements.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q55-Q60):

NEW QUESTION # 55
How are an interviewer's ratings of an applicant displayed to a recruiter? Note: There are 2 correct answers to this question.

- A. As a percentage
- B. As approved or declined
- C. As an average rating for each competency
- D. As recommended or not recommended

Answer: C,D

Explanation:
In SAP SuccessFactors Recruiting, interviewers' ratings for an applicant are displayed to recruiters in specific formats, including:
* Average Rating for Each Competency (Option A):
* In Interview Central, interviewers rate candidates based on defined competencies, and these ratings are averaged across all interviewers. This average score per competency gives recruiters an at-a-glance view of the candidate's performance.
* Recommendation Status (Option B):
* Interviewers can also provide an overall recommendation, such as "Recommended" or "Not Recommended," which is displayed to recruiters, helping them assess whether the candidate is a good fit based on feedback from interviewers.
: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring and Using Interview Central.
Explanation of Incorrect Options:
C (As a percentage) and D (As approved or declined) are not applicable formats for displaying interviewer ratings in SAP SuccessFactors Recruiting.

NEW QUESTION # 56
You want to trigger e-mails by candidate status. Where is the trigger configured?

- A. In Recruiting E-mail Triggers
- B. In E-mail Notification Template Settings
- C. In Edit Applicant Status Configuration
- D. In Manage Recruiting E-mail Templates

Answer: C

Explanation:
To trigger emails by candidate status, the appropriate configuration is done in the Edit Applicant Status Configuration section. Here, administrators can define email notifications based on specific candidate status changes.
* Steps to Configure:
* Go to Admin Center > Edit Applicant Status Configuration.
* Select the relevant status and specify the email template to trigger for each status change.
* Save the configuration to ensure that emails are triggered automatically based on status changes.
: SAP SuccessFactors Recruiting Management Configuration Guide - Applicant Status and Email Triggers section.
Explanation of Incorrect Options:
Option B - In E-mail Notification Template Settings: This is for managing general email templates, not configuring status-based triggers.
Option C - In Recruiting E-mail Triggers: This option does not exist as a specific configuration area.
Option D - In Manage Recruiting E-mail Templates: This is used to manage email templates but does not control the triggering mechanism for candidate status changes

NEW QUESTION # 57
Which step is required to connect an Application template to the Job Requisition template?

- A. Map the <application-status-set > in the Job Requisition template.
- B. Map the application template name in the Job Requisition template.

- C. Connect the templates in Form Template Settings.
- D. Configure a new Application template with a new << template-name>.

Answer: B

Explanation:
To connect an Application template to a Job Requisition template, you must map the name of the application template in the Job Requisition template. This configuration ensures that the requisition is correctly associated with the application template, allowing applicants to complete the correct application form.
Define the Application Template Name in the Job Requisition XML:
Open the Job Requisition XML template and locate the section where the application template name is referenced.
Use the application-template-name field to link the correct application template.
Save and Deploy the Configuration:
Ensure the updated XML file is correctly uploaded to the system to activate the connection.

NEW QUESTION # 58
In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note: There are 2 correct answers to this question.

- A. Families and Roles are implemented and maintained with competencies mapped.
- B. The competencies field must be defined in the Job Requisition template.
- C. Job Profile Builder must be configured.
- D. The Job Description library must be configured for each job family and role.

Answer: A,B

NEW QUESTION # 59
Which of the following feature permissions are configured in the Job Requisition data model? Note: There are
2 correct answers to this question.

- A. Candidate questions
- B. Candidate Workbench
- C. Interview Assessment
- D. Mass Offers

Answer: A,C

NEW QUESTION # 60
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