

C_THR83_2505日本語版対応参考書、C_THR83_2505 問題サンプル



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SAP C_THR83_2505 認定試験の出題範囲：

トピック	出題範囲
トピック 1	<ul style="list-style-type: none">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.
トピック 2	<ul style="list-style-type: none">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.
トピック 3	<ul style="list-style-type: none">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.
トピック 4	<ul style="list-style-type: none">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.
トピック 5	<ul style="list-style-type: none">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.

トピック 6	<ul style="list-style-type: none"> 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.
トピック 7	<ul style="list-style-type: none"> Candidate Management: This section of the exam evaluates the knowledge of Recruiting Analysts in managing candidates through the recruiting process. It covers status handling, talent pools, and system behavior as candidates move through different stages.

>> C_THR83_2505日本語版対応参考書 <<

C_THR83_2505試験の準備方法 | 検証するC_THR83_2505日本語版対応参考書試験 | 一番優秀なSAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience問題サンプル

最新のSAP C_THR83_2505スタディガイドが作成されていることをご注意ください。これらの試験教材は高い合格率です。C_THR83_2505学習ガイドは、今後の試験に最適な支援になると確信しています。「ノーパス全額返金」を保証します。過去の失敗について落ち込んでいて、有効なC_THR83_2505学習ガイドを探したいと思う場合は、間違いなく100%合格として試験資料に返信することをお勧めします。私たちのC_THR83_2505学習ガイドに対する何千もの候補者の選択があなたの賢明な決定です。

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience 認定 C_THR83_2505 試験問題 (Q20-Q25):

質問 # 20

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

正解: C、D

質問 # 21

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

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

正解: A、D

解説:

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.

質問 # 22

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

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

正解: B、D

解説:

A). It can be implemented to include a pre-configured workflow approval. Offer approval processes often involve multiple stakeholders (HR, hiring manager, etc.). A pre-configured workflow ensures the offer moves through the necessary approval steps in the correct order.

C). It can be implemented to be used on a mobile device.

Modern HR systems and offer management tools often have mobile functionality. This allows approvers to review and approve offers on the go, speeding up the process.

質問 # 23

What is the effect of activating the Profile Before Application feature?

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

正解: C

解説:

When the Profile Before Application feature is activated in SAP SuccessFactors Recruiting, candidates are required to complete their profile information before submitting a job application. This feature ensures that key candidate details are collected upfront, providing recruiters with a more complete candidate profile from the outset.

Candidate Profile Completion Requirement:

Candidates are prompted to fill out their profile details, such as work experience, education, and personal information, prior to applying for a position. This step must be completed before the application process can continue.

Benefits of Profile Before Application:

Ensures standardized candidate data for all applications.

Saves time by reducing repetitive data entry for candidates applying for multiple positions.

Reference:

Explanation of Incorrect Options:

Option A: Profile completion is required before sending an application, not before searching.

Option C: LinkedIn registration is unrelated to this feature.

Option D: Profile Before Application does not influence the timing of application admission.

質問 # 24

In Admin Center where would you configure the e-mail template that is associated with the requisition route map?

- A. Manage Offer Letter Template
- B. Manage Recruiting Groups
- C. Manage Recruiting Settings
- **D. E-mail Template Notification Settings**

正解: D

To configure an email template associated with a requisition route map in SAP SuccessFactors Recruiting, administrators must use the E-mail Template Notification Settings. This is where email templates tied to various actions in the recruiting process, including requisition approval workflows (route maps), are managed and assigned.

* Go to Admin Center > E-mail Template Notification Settings.

* Customize or assign the appropriate email template based on the route map stage or approval action for requisitions.

Explanation of Incorrect Options:

Option B - Manage Recruiting Settings: This setting allows configuration of general recruiting preferences but does not manage specific email templates.

質問 # 25

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