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## SAP C\_THR83\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• 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.</li></ul>

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.

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q41-Q46):

### NEW QUESTION # 41

What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- **A. The e-mail trigger needs to be enabled in the Admin Center.**
- B. The e-mail trigger needs to be enabled in the Job Requisition template.
- **C. An e-mail template needs to be assigned to the e-mail trigger.**
- D. The J permission needs to be granted in the Candidate Application template.

**Answer: A,C**

Explanation:

To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:

\* Assign an E-mail Template to the E-mail Trigger (Option A): Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

\* Steps:

\* Go to Admin Center > Manage Recruiting E-mail Templates.

\* Select and configure the email template that matches the trigger you want to activate.

\* Assign the template to the relevant email trigger.

: SAP SuccessFactors Recruiting Management Implementation Guide - Setting up Email Triggers and Templates.

Enable the E-mail Trigger in the Admin Center (Option C): Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.

Steps:

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

Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.

Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling E-mail Triggers.

Explanation of Incorrect Options:

Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.

Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

### NEW QUESTION # 42

When creating multi-stage application permission blocks which of the following must be defined in the permission? Note: There are 2 correct answers to this question.

- **A. Permission type (read or write)**
- **B. Operator**
- C. Applicant type
- D. Status label

**Answer: A,B**

Explanation:

In multi-stage application settings, each permission block must define certain elements to control access for different stages of the application process:

Operator (Option A):

The operator refers to users involved in the recruiting process, such as hiring managers, recruiters, and approvers. Each permission block must define the operator to specify who has access to the application stage.

Steps:

Go to Admin Center > Manage Recruiting Roles.

Configure each operator's access to the relevant stage.

Reference:

Permission Type (read or write) (Option C):

Each permission block must also specify the type of access-either read or write-allowing you to control who can view or edit application information at a given stage.

Steps:

In the Application Template XML, define the read/write access for each stage and operator.

Explanation of Incorrect Options:

Option B: Applicant type does not need to be specified in each permission block; permissions are applied based on stages and roles.

Option D: Status labels are not required in permission blocks; they are typically used for candidate status tracking.

### NEW QUESTION # 43

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

**Answer: B**

Explanation:

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.

: SAP SuccessFactors Recruiting Management Implementation Guide - Activating Profile Before Application.

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.

### NEW QUESTION # 44

If a recruiter forwards a candidate's application (using the Forward as Applicant action) which of the following information can be accessed from the candidate's initial application? Note: There are 3 correct answers to this question.

- **A. Answers to pre-screening questions**
- B. Previous background check results
- C. Previous application template name
- **D. Previous application score**
- **E. Previous interview results**

**Answer: A,D,E**

### NEW QUESTION # 45

You have granted a user with Recruiting Posting permission.

When will this user have access to post a job using Recruiting Posting?

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

