

100% Pass Quiz 2025 Marvelous C-THR83-2411: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Exam Labs



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SAP C-THR83-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	Job Requisition Enablement: This section of the exam measures skills of Recruitment Specialists and covers the configuration needed to activate job requisitions. Candidates must show they can define requisition templates, configure approval workflows, and align requisition fields with business requirements.

Topic 2	• Offer: This section of the exam measures skills of HR Managers and covers the setup and management of offer letter generation and approval. It includes configuring offer templates, defining approval chains, and ensuring legal and compensation details are accurately captured.
Topic 3	• Managing Clean Core: This section of the exam measures skills of Implementation Consultants and covers strategies for maintaining a standard, unmodified system foundation in SAP SuccessFactors. Candidates must demonstrate understanding of best practices that minimize custom code, ensuring easier upgrades and stable system performance.
Topic 4	• Advanced Job Requisition Settings: This section of the exam measures skills of Recruitment Specialists and covers deeper customization of requisition processes. It includes setting up dynamic field behaviors, conditional approvals, and multi-stage requisition workflows to support complex hiring practices.
Topic 5	• Candidate Management: This section of the exam measures skills of Recruitment Coordinators and covers the processes for tracking and progressing candidates through the recruitment lifecycle. Candidates need to show proficiency in managing candidate statuses, evaluations, and pipeline reporting.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q44-Q49):

NEW QUESTION # 44

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 contain offer letter tokens.
- C. It can be implemented to include a pre-configured workflow approval.
- D. It can be implemented to be used on a mobile device.

Answer: C,D

Explanation:

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.

NEW QUESTION # 45

Which of the following buttons are assigned permissions in the Application template? Note: There are 3 correct answers to this question.

- A. Reopen
- B. Forward as Applicant

- C. Disqualify
- D. Cancel
- E. E-mail

Answer: A,C,D

NEW QUESTION # 46

When building the sm-mapping between People Profile and Candidate Profile to which data model does the second field-id reference?

- A. Candidate Profile template
- B. Job Requisition template
- C. Candidate Data Model
- D. Succession Data Model

Answer: D

NEW QUESTION # 47

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. Status label
- C. Applicant type
- D. Operator

Answer: A,D

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.

NEW QUESTION # 48

After testing the configuration of the Job Requisition and Applicant Status Set you realize the candidate is NOT able to see the pre-screening questions that have been added to the Job Requisition when initially applying to the position.

What could have caused this issue?

- A. The multi-stage application environment is enabled and the field-permission has NOT been included in the Candidate Application template.
- B. The multi-stage application environment is enabled and the appropriate feature-permission has NOT been configured in the Job Requisition template.
- C. The appropriate feature-permission does NOT include the Recruiter role.
- D. The single stage application environment is causing the issue.

Answer: A

NEW QUESTION # 49

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