

100% Pass Quiz C_THR83_2411 - High Pass-Rate Updated SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Testkings



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SAP C_THR83_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	Setting Up Instance: This section of the exam measures skills of Solution Architects and covers the initial configuration steps required to prepare a SuccessFactors recruiting instance. It includes establishing organizational structures, security settings, and foundational data necessary before enabling recruiting features.

Topic 2	• 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.
Topic 3	• 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 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	• 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 6	• Candidate Profile Template: This section of the exam measures skills of Implementation Consultants and covers designing the candidate profile structure. Candidates must demonstrate the ability to configure profile templates that capture necessary candidate information and support downstream recruiting processes.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q37-Q42):

NEW QUESTION # 37

Which of the following are characteristics of standard e-mail notification templates? Note: There are 2 correct answers to this question.

- A. Some templates are predefined for Recruiting.
- B. Some templates are shared with other modules.
- C. Standard templates can be deleted in Provisioning.
- D. All standard templates are enabled by default.

Answer: A,B

Explanation:

Standard email templates in SAP SuccessFactors have the following characteristics:

* Shared with Other Modules (Option B): Some email templates are designed for use across multiple SAP SuccessFactors modules, such as Onboarding or Employee Central, and can be shared to streamline communication workflows.

NEW QUESTION # 38

Which of the following attributes can be used when defining fields on the Application XML? Note: There are 3 correct answers to this question.

- A. anonymize
- B. sensitive

- C. visibility
- D. data-field
- E. public

Answer: A,B,E

NEW QUESTION # 39

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

- A. Forward as Applicant
- B. Disqualify
- C. Reopen
- D. Cancel
- E. E-mail

Answer: B,C,D

NEW QUESTION # 40

Which actions are available from Manage Jobs after a job is posted with Recruiting Posting? Note: There are 2 correct answers to this question.

- A. Remove the posting from all posting job boards.
- B. Repost the job automatically after the expiration date.
- C. Post the job to additional job boards.
- D. Remove a contract with a posting job board.

Answer: A,C

Explanation:

Once a job is posted using Recruiting Posting, administrators have several actions available in the Manage Jobs section to further manage the job posting.

* Remove the Posting from All Job Boards (Option A):

* This action allows users to remove the job posting from all job boards where it was posted through Recruiting Posting. This feature is useful if a position needs to be closed or withdrawn before the posting expires.

* Post the Job to Additional Job Boards (Option B):

* After the initial posting, users can choose to post the job to additional job boards directly from the Manage Jobs interface, broadening the reach of the job posting as needed.

NEW QUESTION # 41

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

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

Answer: B

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.

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