

# C\_THR83\_2505 Latest Test Pdf | Latest C\_THR83\_2505 Exam Guide



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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>Offer: This section of the exam measures the skills of SAP Consultants in configuring offer templates and the offer approval process. It includes the setup required to ensure seamless offer creation, routing, and document generation.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<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 5	<ul style="list-style-type: none"><li>• Recruiting Posting: This section of the exam evaluates the skills of SAP Consultants in setting up and maintaining Recruiting Posting. It includes job board integration and configuration to support multi-channel job distribution and monitoring.</li></ul>
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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q55-Q60):

#### NEW QUESTION # 55

Where are the values located for the fields of "country" and "stateProvince" when the field type is derived?

- A. Set up Job Board Options
- **B. Picklist Center**
- C. Manage Recruiting Triggers
- D. Manage Recruiting Settings

**Answer: B**

Explanation:

For fields like "country" and "stateProvince" with a derived field type, the values are sourced from the Picklist Center in SAP SuccessFactors. The Picklist Center allows for centralized management of standard picklists, which are used across the system to ensure consistent data for location-related fields.

\* Location of Values in Picklist Center:

\* Navigate to Admin Center > Picklist Center.

\* Search for and manage picklists related to "country" and "stateProvince."

\* Configuration and Updates:

\* Country and state/province picklists are often pre-configured with ISO standards but can be customized based on the organization's specific needs.

: SAP SuccessFactors Recruiting Management User Guide - Managing Location Data with Picklist Center.

#### NEW QUESTION # 56

What triggers the country-specific overrides on an Application template?

- A. The country of the candidate captured in the Candidate Profile template
- **B. The derived country field in the Job Requisition template**
- C. The country/region field used for candidate search filters in the Job Requisition template
- D. The country of the candidate captured in the Application template

**Answer: B**

Explanation:

In the Application template, country-specific overrides are triggered based on the derived country field in the Job Requisition template. This field determines the location of the job and thereby activates any corresponding country-specific fields or configuration set in the application template.

Define Derived Country Field in Job Requisition Template:

The derived country field is specified in the Job Requisition template, allowing the system to determine which country-specific settings to apply.

Activate Country-Specific Overrides:

Once the derived country is identified, any predefined fields or layout adjustments for that country in the Application template are triggered.

Reference:

Explanation of Incorrect Options:

Option A and Option C: These options refer to fields in the Application and Candidate Profile templates, which do not trigger country overrides for the application itself.

Option D: The candidate search filters do not control overrides in the application template.

### NEW QUESTION # 57

Where can you update current pre-screening questions or assign pre-screening questions to a requisition? Note: There are 2 correct answers to this question.

- A. Candidate Profile
- B. Candidate Summary
- C. Import question Library
- D. Job Requisition

**Answer: C,D**

Explanation:

Pre-screening questions for candidates can be updated and assigned to a job requisition using the following options:

Job Requisition (Option C):

Pre-screening questions can be assigned directly to a job requisition, allowing candidates to answer these questions during the application process.

Import Question Library (Option D):

Questions can be managed through the Import Question Library, enabling administrators to add or modify pre-screening questions and then assign them to job requisitions as needed.

Reference:

Explanation of Incorrect Options:

Option A - Candidate Summary: This area provides a summary of candidate information and is not used for configuring pre-screening questions.

Option B - Candidate Profile: This holds information about the candidate but does not manage pre-screening questions for requisitions.

### NEW QUESTION # 58

You have updated a standard field label in the Job Requisition template. However this change was NOT reflected when creating a new job requisition. What must be configured? Note: There are 2 correct answers to this question.

- A. The field label must be updated in the Job Requisition template field definition.
- B. The field label must be updated in Custom Token Settings in Provisioning.
- C. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.
- D. The field label must be updated in the permission section of the Job Requisition template.

**Answer: B**

### NEW QUESTION # 59

When defining the field attribute overrides in the Application XML which of the following attributes determine which override(s) should trigger? Note: There are 2 correct answers to this question.

- A. State/Province of the Job Posting
- B. Country of the candidate
- C. Country of the Job
- D. Applicant type

**Answer: C,D**

Explanation:



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