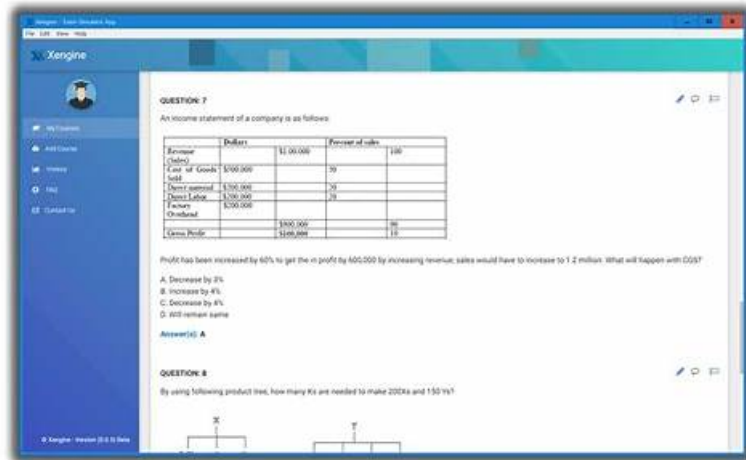


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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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.
Topic 2	<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.
Topic 3	<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.
Topic 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.
Topic 5	<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.
Topic 6	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q66-Q71):

NEW QUESTION # 66

What field-permission do you configure on the Candidate Profile template?

- A. Read and write for candidates only
- B. None read and write for candidates and dynamic groups
- **C. Read and write permissions for candidates and dynamic groups**
- D. None read and write for dynamic groups only

Answer: C

Explanation:

On the Candidate Profile template, you configure read and write permissions to control access for both candidates and dynamic groups. This allows granular control over which sections of the profile are editable or visible to specific users or groups.

Steps to Configure:

Go to the Candidate Profile template XML configuration.

Define the appropriate read and write permissions for fields based on roles or dynamic groups.

Reference:

Explanation of Incorrect Options:

Option B - None read and write for candidates and dynamic groups: The absence of read and write permissions would limit visibility and editing functions.

Option C - None read and write for dynamic groups only: Permissions can be set selectively, but both candidates and dynamic groups commonly have permissions set.

Option D - Read and write for candidates only: Permissions are typically defined for both candidates and groups, not candidates only.

NEW QUESTION # 67

How can cascading pre-screening questions be added into a customer's instance?

- A. Recruiting users can create cascading questions manually in their Preferences tab
- **B. Through the pre-screening questions import CSV file**
- C. Directly in the Application XML
- D. Manually in the questions library

Answer: B

Explanation:

Cascading pre-screening questions, which are questions that adapt based on previous responses, can be added to a customer's SAP SuccessFactors instance through the pre-screening questions import CSV file. This allows administrators to manage complex question setups that dynamically change based on candidate input.

* Steps to Configure:

* Prepare a CSV file containing the cascading questions and the conditions for each question.

* Go to Admin Center > Import Pre-Screening Questions and upload the CSV file.

: SAP SuccessFactors Recruiting Management Implementation Guide - Importing Pre-Screening Questions.

Explanation of Incorrect Options:

Option A - Application XML: Pre-screening questions are not directly added to the Application XML.

Option C - Preferences Tab: Recruiting users cannot create cascading questions manually in their preferences.

Option D - Manually in the Questions Library: Cascading functionality is set up via CSV import, not manually in the question library.

NEW QUESTION # 68

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

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

Answer: A

Explanation:

When setting up sm-mapping between the People Profile and the Candidate Profile, the second field-id in the mapping references the Succession Data Model. The Succession Data Model defines the fields used in the People Profile, and sm-mapping is used to align these fields with those in the Candidate Profile.

* sm-mapping Configuration:

* In the configuration, the first field-id refers to the Candidate Profile template, while the second field-id links to the corresponding field in the Succession Data Model for the People Profile.

* Purpose of sm-mapping:

* This mapping allows data synchronization between the Candidate Profile and People Profile, ensuring consistent data across the system.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring sm-mapping between Candidate Profile and People Profile.

NEW QUESTION # 69

In order to associate a Job Requisition to an approval workflow what must be done? Note: There are 2 correct answers to this question.

- **A. The Job Requisition must be associated to the appropriate Route Map in Form Template Settings.**
- **B. A Route Map must be created and configured in Admin Center.**
- C. A business rule to trigger the approval workflow must be created in Admin Center > Configure Business Rules.
- D. Multiple Route Maps can be associated to one Job Requisition template.

Answer: A,B

Explanation:

To associate a Job Requisition with an approval workflow, administrators need to configure route maps properly within SAP SuccessFactors Recruiting:

* Associate the Job Requisition with a Route Map in Form Template Settings (Option A): Link the job requisition template with a route map to enable workflow approval.

* Create and Configure a Route Map in Admin Center (Option B): The route map must be configured to outline the steps and approvers in the approval workflow for the job requisition.

* Steps to Configure:

* In Admin Center > Manage Route Maps, create and configure the route map with the desired approval steps.

* In Admin Center > Form Template Settings, link the job requisition template with the configured route map.

: SAP SuccessFactors Recruiting Management Implementation Guide - Setting Up Route Maps and Approval Workflows.

Explanation of Incorrect Options:

Option C - Create a Business Rule: Business rules are not required for associating a job requisition to a route map.

Option D - Multiple Route Maps per Job Requisition Template: Only one route map can be assigned to a job requisition template.

NEW QUESTION # 70

What must you do to request access to a customer's Provisioning?

- **A. Enable Company Settings in Provisioning for the customer.**

- Answer: B**

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