

C-THR83-2505 Cert & C-THR83-2505 Relevant Questions

SAP C_THR83_2011 Certification Description



The "SAP Certified Application Associate - SAP SuccessFactors Recruiting: Recruiter Experience 2H/2020" certification exam verifies that the candidate possesses the basic knowledge in the area of the SAP SuccessFactors Recruiting: Recruiter Experience application. This certificate proves that the candidate has a basic and overall understanding within this consultant profile of the industry solution, and can implement this knowledge practically in projects under guidance of an experienced consultant. It is recommended as an entry-level qualification to allow consultants to get acquainted with the fundamentals of SAP SuccessFactors Recruiting: Recruiter Experience.

SAP C_THR83_2011 Certification Notes

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q31-Q36):

NEW QUESTION # 31

A customer would like their Recruiters to be able to access different fields on the candidate's application during the different statuses of the Talent Pipeline. Which of the following feature allows this option?

- A. Single-stage applications
- B. Configure multiple Job Requisition templates
- C. Multi-stage applications
- D. Late-stage applications

Answer: C,D

Explanation:

Multi-stage applications allow recruiters to access different fields on a candidate's application depending on the application status in the Talent Pipeline. This feature provides flexibility to adjust field visibility or edit permissions as a candidate moves through various stages of the hiring process.

Configure Multi-Stage Application Permissions:

Multi-stage application permissions are set in the Application XML or within the Admin Center, allowing specific fields to become accessible or restricted depending on the current status in the pipeline.

Define Stage-Specific Permissions:

In each stage, configure the fields and access permissions based on roles such as Recruiter, Hiring Manager, etc., allowing tailored visibility throughout the recruitment pipeline.

NEW QUESTION # 32

Where do you grant a user access to Recruiting E-mail Templates?

- A. In Admin Center # Manage Recruiting Settings
- B. In Provisioning # Managing Recruiting
- C. In Provisioning # Company Settings
- D. In Admin Center # Manage Permission Roles

Answer: D

Explanation:

To grant a user access to Recruiting Email Templates, permissions must be assigned via Manage Permission Roles in Admin Center. Permissions control which users or roles can access, view, and manage recruiting email templates.

* Steps to Grant Access:

* Go to Admin Center > Manage Permission Roles.

* Select the role for which you want to grant access to email templates.

* In the role permissions, navigate to Recruiting Permissions and check the option for Manage Recruiting Email Templates.

* Save the changes to apply the permissions.

: SAP SuccessFactors Recruiting Management Security and Permissions Guide - Recruiting Permissions section.

Explanation of Incorrect Options:

Option A - In Provisioning # Company Settings: Provisioning is used primarily for backend configurations and system setup, but it does not directly control user access permissions to email templates.

Option B - In Admin Center # Manage Recruiting Settings: This area allows configuration of recruiting-related settings but does not control user-specific permissions.

Option C - In Provisioning # Managing Recruiting: Provisioning is not where user access to recruiting email templates is configured.

NEW QUESTION # 33

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. Import question Library
- B. Job Requisition
- C. Candidate Summary

- D. Candidate Profile

Answer: A,B

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 # 34

What happens if you set the candidate application attribute sensitive to "true"?

- A. The field is hidden unless an override is set.
- B. The field content is covered by ***
- **C. The field is considered for purging of personally identifying data.**
- D. "Access or change this field" will be captured in the Read Audit Log.

Answer: C

Explanation:

Setting the candidate application attribute sensitive to "true" marks the field for consideration in data purging routines. This is part of data privacy features where personal data is purged according to data retention and privacy policies.

* Functionality and Effects:

* When a field is marked sensitive, it is included in data purging processes to remove PII from the system after certain retention periods.

* This aligns with data protection regulations by ensuring PII is only retained as necessary.

: SAP SuccessFactors Recruiting Management Data Privacy Guide - Sensitive Data Handling and Data Purge.

Explanation of Incorrect Options:

Option A - "Access or change this field" will be captured in the Read Audit Log: This is more relevant to audit configuration than to data sensitivity settings.

Option C - The field content is covered by *: Masking the content is separate from marking data as sensitive.

Option D - The field is hidden unless an override is set: Marking a field as sensitive does not automatically hide it; it flags it for data purging.

NEW QUESTION # 35

Which step is required to connect an Application template to the Job Requisition template?

- A. Map the <application-status-set > in the Job Requisition template.
- B. Configure a new Application template with a new << template-name>.
- **C. Map the application template name in the Job Requisition template.**
- D. Connect the templates in Form Template Settings.

Answer: C

Explanation:

To connect an Application template to a Job Requisition template, you must map the name of the application template in the Job Requisition template. This configuration ensures that the requisition is correctly associated with the application template, allowing applicants to complete the correct application form.

Define the Application Template Name in the Job Requisition XML:

Open the Job Requisition XML template and locate the section where the application template name is referenced.
Use the application-template-name field to link the correct application template.
Save and Deploy the Configuration:
Ensure the updated XML file is correctly uploaded to the system to activate the connection.

NEW QUESTION # 36

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