

Echte C_THR83_2505 Fragen und Antworten der C_THR83_2505 Zertifizierungsprüfung



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SAP C_THR83_2505 Prüfungsplan:

| Thema | Einzelheiten |
|---------|---|
| Thema 1 | <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. |
| Thema 2 | <ul style="list-style-type: none"> 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. |

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| Thema 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. |
| Thema 4 | <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. |
| Thema 5 | <ul style="list-style-type: none"> • 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. |
| Thema 6 | <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. |
| Thema 7 | <ul style="list-style-type: none"> • Advanced Job Requisition Settings: This section of the exam evaluates the ability of SAP Consultants to handle advanced configuration of job requisitions. It includes field mapping, custom tokens, and XML configurations that enhance the requisition process. |

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience C_THR83_2505 Prüfungsfragen mit Lösungen (Q41-Q46):

41. Frage

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

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

Antwort: C

Begründung:

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.

42. Frage

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

Antwort: C

43. Frage

Where can you find a list of all job boards available through Recruiting Posting? Note: There are 2 correct answers to this question.

- A. My school job boards
- B. Job Board Market Place
- C. My job boards
- D. Job Board catalogue on SAP Jams and Communities

Antwort: B,D

Begründung:

The list of available job boards for Recruiting Posting can be found in two primary locations:

* Job Board Market Place (Option C): This feature within Recruiting Posting allows users to view, select, and manage job boards available for posting.

* Job Board Catalogue on SAP Jams and Communities (Option D): SAP Jams and Communities provide a comprehensive catalogue of job boards available through Recruiting Posting, along with detailed descriptions.

: SAP SuccessFactors Recruiting Posting Documentation - Accessing Job Boards.

Explanation of Incorrect Options:

Option A - My school job boards: This is not a standard feature for accessing all job boards.

Option B - My job boards: This refers to job boards specifically selected by the user, not the full catalogue.

44. Frage

Why does a user need to wait to use a job board after it has been added from the Job Board Market Place?

Note: There are 2 correct answers to this question.

- A. The job board may need to activate the configuration.
- B. Posting Profiles need to be associated with a contract.
- C. Recruiting Posting may need to activate the configuration.
- D. Recruiting Posting needs to synchronize.

Antwort: C,D

45. Frage

What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- A. The e-mail trigger needs to be enabled in the Admin Center.

- B. The J permission needs to be granted in the Candidate Application template.
- **C. An e-mail template needs to be assigned to the e-mail trigger.**
- D. The e-mail trigger needs to be enabled in the Job Requisition template.

Antwort: A,C

Begründung:

To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:

* Assign an E-mail Template to the E-mail Trigger (Option A): Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

* Steps:

* Go to Admin Center > Manage Recruiting E-mail Templates.

* Select and configure the email template that matches the trigger you want to activate.

* Assign the template to the relevant email trigger.

: SAP SuccessFactors Recruiting Management Implementation Guide - Setting up Email Triggers and Templates.

Enable the E-mail Trigger in the Admin Center (Option C): Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.

Steps:

Go to Admin Center > E-mail Notification Template Settings.

Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.

Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling E-mail Triggers.

Explanation of Incorrect Options:

Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.

Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

46. Frage

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Zertprüfung ist professionell und geschaffen für die breiten Kandidaten. Es ist nicht nur von hoher Qualität und guter Dienstleistungen, sondern auch ganz billig. Wenn Sie über Zertprüfung verfügen, brauchen Sie keine Sorge um die SAP C_THR83_2505 Zertifizierungsprüfungen machen. Zertprüfung wird Ihnen in kürzester Zeit helfen, die SAP C_THR83_2505 Prüfungen zu bestehen. Mit diesen Lernhilfe werden Sie näher von einem IT-Spezialisten sind.

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