

Free PDF Quiz 2026 Trustable C_THR83_2505: Latest SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Material

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SAP Certified Application Associate - SAP Ariba Supplier Management Sample Questions (Q46-Q51):

NEW QUESTION # 46

Your customer wants to restrict the visibility of supplier bank account and routing numbers to its accounts payable department. Which option do you recommend?

- A. Assign the Supplier Registration Manager group to accounts payable users.
- B. Set the Visible to Participant field to No.
- C. Use the Sensitive Data Mask Pattern field.
- D. Apply a visibility condition to both questions.

Answer: C

NEW QUESTION # 47

Which type of SAP Ariba project can engagement risk projects be associated with?

- A. Contract workspace (procurement)
- B. Supplier registration project
- C. Supplier performance management project
- D. Sourcing project

Answer: A

NEW QUESTION # 48

You need to invite suppliers and internal participants to the same survey but would like to restrict their views. How do you achieve this?

- A. Set up access controls on the content to restrict visibility.
- B. Invite all participants to the event and edit each section that needs to be restricted.
- C. Use visibility conditions on each question
- D. Create internal and external surveys.

Answer: C

NEW QUESTION # 49

Free PDF Quiz Trustable C-ARSUM-2302 - SAP Certified Application Associate - SAP Ariba Supplier Management Exam Objectives

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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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.
Topic 2	<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 3	<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.
Topic 4	<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 5	<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.
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 (Q40-Q45):

NEW QUESTION # 40

What action is possible within Interview Central?

- A. Candidates can be rated based on a set of competencies.
- B. The recruiter can invite the candidate to apply.
- C. Candidates can be moved to another status.
- D. The interviewer can extend the Offer Letter.

Answer: A

Explanation:

In Interview Central, interviewers have the ability to rate candidates based on a predefined set of competencies. This feature allows for structured assessment and consistent evaluation criteria across interviewers.

* Steps to Use:

* Within Interview Central, select the candidate and rate them on each of the competencies provided.

* Ratings can be viewed and used to compare candidates across different competency areas.

: SAP SuccessFactors Recruiting Management Interview Guide - Using Interview Central for Candidate Evaluation.

Explanation of Incorrect Options:

Option A - Move Candidates to Another Status: Status changes are typically done in the main candidate management view.

Option B - Extend Offer Letter: Offer letters are managed separately in the offer management process, not in Interview Central.

Option D - Invite Candidate to Apply: This is done outside of Interview Central.

NEW QUESTION # 41

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

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

Answer: C

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.

: SAP SuccessFactors Recruiting Management Configuration Guide - Applicant Status and Email Triggers section.

Explanation of Incorrect Options:

Option B - In E-mail Notification Template Settings: This is for managing general email templates, not configuring status-based triggers.

Option C - In Recruiting E-mail Triggers: This option does not exist as a specific configuration area.

Option D - In Manage Recruiting E-mail Templates: This is used to manage email templates but does not control the triggering mechanism for candidate status changes

NEW QUESTION # 42

Who can edit an existing recruiting group?

- A. All members of the recruiting group
- B. The original creator of the requisition template
- **C. All users with appropriate administrative permissions**
- D. The original creator of the recruiting group

Answer: C

Explanation:

In SAP SuccessFactors, recruiting groups are managed by users who hold the necessary administrative permissions. This ensures that individuals with relevant access can modify recruiting groups, which control user permissions for recruiting actions and processes.

Administrative Permissions Requirement:

Users with administrative permissions can access and edit existing recruiting groups, making adjustments to membership or permissions as necessary for recruiting functions.

Reference:

Explanation of Incorrect Options:

Option A (Original creator): Recruiting groups are not restricted to the original creator for editing.

Option C and D: The requisition template creator and group members do not automatically have editing rights without administrative permissions.

NEW QUESTION # 43

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

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

Answer: B

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 # 44

What is the effect of activating the Profile Before Application feature?

- A. The registration via LinkedIn on career sites is now available.
- **B. A candidate needs to complete their profile before being able to send an application.**
- C. A candidate needs to complete their profile before being able to search for a position.
- D. A candidate's application can be admitted late to the selection process.

Answer: B

Explanation:

When the Profile Before Application feature is activated in SAP SuccessFactors Recruiting, candidates are required to complete their profile information before submitting a job application. This feature ensures that key candidate details are collected upfront, providing recruiters with a more complete candidate profile from the outset.

Candidate Profile Completion Requirement:

Candidates are prompted to fill out their profile details, such as work experience, education, and personal information, prior to applying for a position. This step must be completed before the application process can continue.

Benefits of Profile Before Application:

Ensures standardized candidate data for all applications.

Saves time by reducing repetitive data entry for candidates applying for multiple positions.

Reference:

Explanation of Incorrect Options:

Option A: Profile completion is required before sending an application, not before searching.

Option C: LinkedIn registration is unrelated to this feature.

Option D: Profile Before Application does not influence the timing of application admission.

NEW QUESTION # 45

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