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New Reliable C_THR83_2505 Exam Simulations | Professional SAP Reliable C_THR83_2505 Test Pattern: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q58-Q63):

NEW QUESTION # 58

A Recruiter CANNOT see the status "Phone Screening".

Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The status "Phone Screening" is NOT set as Visible by the Recruiter.
- B. The status "Phone Screening" is set as "hidden" in the Application template.
- C. The status "Phone Screening" is NOT enabled in the Job Requisition template.
- D. The status "Phone Screening" is NOT enabled in the Talent Pipeline.

Answer: A,D

Explanation:

If a recruiter cannot see the "Phone Screening" status, it could be due to the following reasons:

Status Not Enabled in the Talent Pipeline (Option A):

The Talent Pipeline is configured to control the visibility and sequence of application statuses. If "Phone Screening" is not enabled in

the Talent Pipeline, it will not appear in the recruiting workflow.

Status Not Visible to the Recruiter (Option D):

Visibility settings control who can view each status. If "Phone Screening" is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.

Steps to Check:

Go to Admin Center > Edit Applicant Status Configuration and ensure that "Phone Screening" is enabled in the pipeline and set as visible to the recruiter role.

Reference:

Explanation of Incorrect Options:

Option B - Status in Job Requisition Template: Status visibility is configured in the Talent Pipeline, not the Job Requisition template.

Option C - Hidden in Application Template: Statuses are not managed within the Application template; they are controlled in the Talent Pipeline.

NEW QUESTION # 59

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

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

Answer: B

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.

: SAP SuccessFactors Recruiting Management Implementation Guide - Application and Job Requisition Template Integration.

NEW QUESTION # 60

Which buttons are configured in the Job Requisition template? Note: There are 3 correct answers to this question.

- **A. Close Job Requisition**
- **B. Reopen Job Requisition**
- C. Print Job Requisition
- **D. Link Child Requisition**
- E. Delete Job Requisition

Answer: A,B,D

Explanation:

The Job Requisition template in SAP SuccessFactors allows configuration of various buttons that control actions users can take on job requisitions. Each button provides functionality that can be managed or restricted based on role permissions.

Reopen Job Requisition (Option A):

This button allows users to reopen a requisition that was previously closed. Access is configured in the Job Requisition template.

Link Child Requisition (Option C):

This button enables users to link a requisition to a related or dependent requisition, often used in cases of large hiring initiatives.

Close Job Requisition (Option E):

The Close Job Requisition button is configured to allow the closure of open requisitions, typically by recruiters or administrators based on permissions.

Reference:

Explanation of Incorrect Options:

Print Job Requisition and Delete Job Requisition are not configurable buttons within the standard Job Requisition template settings.

NEW QUESTION # 61

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

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

Answer: C

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 # 62

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

- A. Enable Company Settings in Provisioning for the customer.
- B. Assign the customer to your Provisioning ID.
- **C. Gain customer approval to access their instance.**
- D. Have access to the customer's signed contract.

Answer: C

Explanation:

Access to a customer's Provisioning environment in SAP SuccessFactors requires prior authorization from the customer. Gaining customer approval is mandatory because Provisioning contains critical backend settings that can impact system functionality, configuration, and data security.

* Steps to Gain Access:

* Obtain explicit customer approval through official channels, often documented through emails or formal requests.

* This approval is necessary before logging into the customer's Provisioning instance, and it may also involve compliance with additional access protocols or agreements.

: SAP SuccessFactors Partner and Consultant Guidelines - Provisioning Access and Authorization.

Explanation of Incorrect Options:

Option A - Customer's signed contract: The signed contract does not provide access authorization to Provisioning.

Option C - Assign the customer to your Provisioning ID: Access is not obtained by assigning IDs; it requires specific approval.

Option D - Enable Company Settings in Provisioning: This is not an access requirement but a configuration task within Provisioning.

NEW QUESTION # 63

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