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The ExamsReviews is one of the top-rated and reliable platforms that has been helping the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience (C-THR83-2505) exam candidates for many years. Over this long time period, these C-THR83-2505 questions have helped countless C-THR83-2505 exam candidates. They all got help from the top-rated C-THR83-2505 Practice Test questions and easily passed their dream SAP C-THR83-2505 certification exam and now they have become certified C-THR83-2505 professionals and doing jobs in top world brands.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q71-Q76):

NEW QUESTION # 71
You have configured a custom field in the Job Requisition template and would like to use the custom field as a token in the Job Description and in the Recruiting E-mail templates.
How do you do this? Note: There are 2 correct answers to this question.

- A. Ensure the field is configured as a public field in the Job Requisition template.
- B. Configure the field as token in Provisioning > Configure Custom Token Settings.
- C. Configure the field as a reportable field within Provisioning > Configure Reportable Fields.
- D. Add the field in the Job Requisition > Listing Layout Fields.

Answer: B,C

Explanation:
To use a custom field as a token in Job Descriptions and Recruiting Email templates, certain configurations in Provisioning are required to ensure the field is recognized by the system as a token and is reportable.
Configure as a Token in Provisioning (Option A):

Go to Provisioning > Configure Custom Token Settings.
Add the custom field to be used as a token, enabling its availability in job descriptions and email templates.
Set as Reportable Field in Provisioning (Option D):
In Provisioning > Configure Reportable Fields, configure the field to ensure it is available in reports and other templates, including email and requisition templates.
Testing and Verification:
After configuration, test the token in a job description or email template to ensure it displays correctly.
Reference:
Explanation of Incorrect Options:
Option B: Listing Layout Fields relates to display settings on the job listing and does not impact token functionality.
Option C: Making the field public does not automatically configure it as a token.

NEW QUESTION # 72
What is the purpose of a job board credit?

- A. To pay a job board to complete a job posting
- B. To pay Recruiting Posting to complete the job posting
- C. To pay a customer by Recruiting Posting when a new Posting Profile is created
- D. To pay a customer by job board when a new job is posted to the job board

Answer: A

Explanation:
A job board credit in SAP SuccessFactors Recruiting Posting is a unit or token used to pay a job board for posting a job. Many job boards operate on a credit system where each job posting requires one or more credits for the job to be posted publicly.
Job Board Credit Usage:
When an organization posts a job to an external job board, Recruiting Posting deducts the required number of credits from the organization's account with that job board. This allows the job board to complete and publish the job posting.
Reference:
Explanation of Incorrect Options:
Options A, B, and D do not accurately describe the purpose of a job board credit, which is specifically used to pay job boards for job postings.

NEW QUESTION # 73
What must you do to request access to a customer's Provisioning?

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

Answer: A

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.
Reference:
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 # 74

How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

- A. Add the operators for each permission block.
- B. Define the permissions in the Role-Based Permissions section in the Admin Center.
- C. Assign a permission to a field for each status (pre-approved approved and closed).
- D. Set the permissions to write or read for each field.
- E. Permission the J role for each field.

Answer: A,C,D

Explanation:

In SAP SuccessFactors Recruiting, defining permissions for job requisition fields involves several key steps to ensure that the right users have the necessary read or write access for each field:

* Assign Permission for Each Status (Option A):Different statuses in the requisition lifecycle (pre- approved, approved, and closed) may require distinct permissions for fields.

* Add Operators for Each Permission Block (Option B):Define operators (e.g., recruiter, hiring manager) for each permission block, determining who can view or edit fields.

* Set Write or Read Permissions (Option D):Specify the level of access-either read or write-for each field based on the roles and statuses.

: SAP SuccessFactors Recruiting Management Data Model Guide - Field Permissions and Role Configurations.

Explanation of Incorrect Options:

Option C - Permission the J role: Permissions are assigned by field and operator, not a single role.

Option E - Role-Based Permissions in Admin Center: Job requisition field permissions are typically configured within the Job Requisition Data Model XML, not directly in Role-Based Permissions.

NEW QUESTION # 75

If you want to create and send an offer to your candidate which of the following feature permissions do you enable? Note: There are 2 correct answers to this question.

- A. Offer Approval
- B. Interview Assessment
- C. Offer Letter
- D. Background Check

Answer: A,C

Explanation:

To create and send an offer to a candidate in SAP SuccessFactors Recruiting, the permissions for Offer Approval and Offer Letter must be enabled. These permissions allow the recruiter to initiate the offer process, complete any required approvals, and generate the offer letter for the candidate.

Offer Approval (Option A):

This permission enables the process of approving the offer, ensuring all necessary approvals are in place before the offer is sent to the candidate.

Offer Letter (Option C):

This permission allows the recruiter to create and generate the offer letter document, which is then sent to the candidate.

Steps to Configure:

Go to Admin Center > Manage Permission Roles.

Assign the Offer Approval and Offer Letter permissions to the appropriate user roles.

Reference:

Explanation of Incorrect Options:

Option B - Background Check: Background checks are related to candidate vetting, not the offer creation or approval process.

Option D - Interview Assessment: Interview assessment permissions are used for evaluating candidates, not for creating or sending offers.

NEW QUESTION # 76

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