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Trustworthy SAP C-THR83-2505 Practice, C-THR83-2505 Trustworthy Exam Content

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q78-Q83):

NEW QUESTION # 78

How many Candidate Profile Templates can you configure in an instance?

- A. One for all candidates
- B. One for internal candidates and one for each external career site
- C. One for internal candidates and one for external candidates
- D. One for each Job Requisition template

Answer: C

Explanation:

In SAP SuccessFactors, only two Candidate Profile Templates can be configured per instance: one template for internal candidates

and one for external candidates. This setup ensures that both internal and external candidates have tailored profiles with relevant fields based on their unique needs.

* Configuration Details:

* Internal and external candidate profiles are configured separately to cater to different recruiting processes and visibility requirements.

* This configuration is done through the Candidate Profile Template XML in Provisioning or Admin Center.

: SAP SuccessFactors Recruiting Management Implementation Guide - Candidate Profile Templates for Internal and External Candidates.

Explanation of Incorrect Options:

Option A - One for all candidates: SAP SuccessFactors supports separate profiles for internal and external candidates.

Option B - One for each Job Requisition template: The candidate profile template is not tied to individual requisition templates.

Option D - One for each external career site: Only a single external candidate profile template is allowed for all external sites.

NEW QUESTION # 79

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

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

Answer: D

Explanation:

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.

NEW QUESTION # 80

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

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

Answer: D

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 # 81

How do you make custom fields reportable? Note: There are 2 correct answers to this question.

- A. Add the fields in Provisioning and synchronize the data.
- B. Define the fields in the template.
- C. Define the fields as reportable in the template.
- D. Define the public="true" attribute in the template.

Answer: A,B

NEW QUESTION # 82

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

- A. Configure a new Application template with a new << template-name >>.
- B. Map the <application-status-set > in the Job Requisition template.
- 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.

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

NEW QUESTION # 83

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