C-THR83-2505 Exam Cram Questions - C-THR83-2505 Valid Exam Duration

The web-based SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience C-THR83-2505 practice exam is also compatible with Chrome, Microsoft Edge, Internet Explorer, Firefox, Safari, and Opera. If you want to assess your C-THR83-2505 Test Preparation without software installation, the C-THR83-2505 web-based practice exam is ideal for you. And SAP offers 365 days updates.

SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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.
Topic 3	• Candidate Profile Template: This section of the exam measures skills of Recruiting Analysts in configuring the candidate profile template. It includes the layout, field usage, and integration of candidate data to streamline talent acquisition and evaluation.
Topic 4	• 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	• 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 6	• 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 7	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q24-Q29):

NEW QUESTION # 24
Which buttons are configured in the Job Requisition template? Note: There are 3 correct answers to this question.

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

Answer: A,C,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.
: SAP SuccessFactors Recruiting Management Implementation Guide - Job Requisition Template Button Configuration.
Explanation of Incorrect Options:
Print Job Requisition and Delete Job Requisition are not configurable buttons within the standard Job Requisition template settings.

NEW QUESTION # 25
What is the purpose of a job board credit?

- A. To pay a customer by job board when a new job is posted to the job board
- 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 job board to complete a job posting

Answer: D

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.
: SAP SuccessFactors Recruiting Posting User Guide - Understanding Job Board Credits and Payment Models.
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 # 26
Which actions are available from Manage Jobs after a job is posted with Recruiting Posting? Note: There are 2 correct answers to

this question.

- A. Remove the posting from all posting job boards.
- B. Remove a contract with a posting job board.
- C. Post the job to additional job boards.
- D. Repost the job automatically after the expiration date.

Answer: A,C

Explanation:
Once a job is posted using Recruiting Posting, administrators have several actions available in the Manage Jobs section to further manage the job posting.
Remove the Posting from All Job Boards (Option A):
This action allows users to remove the job posting from all job boards where it was posted through Recruiting Posting. This feature is useful if a position needs to be closed or withdrawn before the posting expires.
Post the Job to Additional Job Boards (Option B):
After the initial posting, users can choose to post the job to additional job boards directly from the Manage Jobs interface, broadening the reach of the job posting as needed.
Reference:
Explanation of Incorrect Options:
Option C (Remove a contract) and Option D (Repost automatically) are not available actions within Manage Jobs after a job is posted. Contracts are managed separately, and reposting after expiration typically requires manual configuration.

NEW QUESTION # 27
What could cause an automated e-mail notification to be triggered? Note: There are 2 correct answers to this question.

- A. A change in a candidate password
- B. A change in the setup of a pre-screening question
- C. A change in the label of a status
- D. A change in an applicant status

Answer: A,D

NEW QUESTION # 28
How can cascading pre-screening questions be added into a customer's instance?

- A. Manually in the questions library
- B. Directly in the Application XML
- C. Through the pre-screening questions import CSV file
- D. Recruiting users can create cascading questions manually in their Preferences tab

Answer: C

Explanation:
Cascading pre-screening questions, which are questions that adapt based on previous responses, can be added to a customer's SAP SuccessFactors instance through the pre-screening questions import CSV file. This allows administrators to manage complex question setups that dynamically change based on candidate input.
Steps to Configure:
Prepare a CSV file containing the cascading questions and the conditions for each question.
Go to Admin Center > Import Pre-Screening Questions and upload the CSV file.
Reference:
Explanation of Incorrect Options:
Option A - Application XML: Pre-screening questions are not directly added to the Application XML.
Option C - Preferences Tab: Recruiting users cannot create cascading questions manually in their preferences.
Option D - Manually in the Questions Library: Cascading functionality is set up via CSV import, not manually in the question library.

NEW QUESTION # 29
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