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It has similar specifications to the SAP C-THR83-2505 desktop-based practice exam software, but it requires an internet connection. Our SAP C-THR83-2505 practice exam highlights mistakes at the end of each attempt, allowing you to overcome them before it's too late. This kind of approach is great for complete and flawless SAP C-THR83-2505 Test Preparation.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q75-Q80):

NEW QUESTION # 75

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Integrate clean core practices in the end-to-end value process chain.
- B. Establish release management.
- C. Establish regular housekeeping tasks and procedures.
- D. Establish an organizational structure technical foundation and transformation methodology for clean core.
- E. Define roles and responsibilities as part of a process transformation office.

Answer: A,B,C

Explanation:

SAP recommends several guiding principles to maintain a clean core in SAP environments, minimizing customizations that can complicate future upgrades and maintenance:

- * Establish Regular Housekeeping Tasks (Option A): Routine housekeeping ensures the system is free of obsolete data and configurations, improving performance and simplifying management.
- * Establish Release Management (Option B): An organized release management strategy is crucial to streamline updates, maintain clean configurations, and prevent conflicting customizations.
- * Integrate Clean Core Practices in the End-to-End Value Process Chain (Option D): Embedding clean core principles across all business processes helps maintain consistency, standardize operations, and ensure the long-term maintainability of the system.

: SAP Clean Core Strategy Guide - Principles and Best Practices for SAP S/4HANA and SuccessFactors.

Explanation of Incorrect Options:

Option C - Define roles and responsibilities: While important, this is not a specific guiding principle for a clean core.

Option E - Establish organizational structure for clean core: This focuses more on team structure than on core system practices.

NEW QUESTION # 76

Where are operator roles used? Note: There are 2 correct answers to this question.

- A. In requisition Route Maps
- B. In Candidate Application template field-permissions
- C. In field-permissions
- D. In Job Requisition template mobile-fields

Answer: A,B

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.

: SAP SuccessFactors Recruiting Management User Guide - Managing and Editing Recruiting Groups.

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 # 77

You have updated a standard field label in the Job Requisition template. However this change was NOT reflected when creating a new job requisition. What must be configured? Note: There are 2 correct answers to this question.

- A. The field label must be updated in the permission section of the Job Requisition template.
- B. The field label must be updated in Custom Token Settings in Provisioning.
- C. The field label must be updated in the Job Requisition template field definition.
- D. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.

Answer: C,D

Explanation:

C). The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center. SuccessFactors has a central place to manage labels for standard fields. This ensures consistency across the system. If you only change the label within the template, it will be overridden by this central setting.

D). The field label must be updated in the Job Requisition template field definition. You do need to update the field label within the template itself. This tells the template which label to pull from the central settings.

NEW QUESTION # 78

You want to link a field in the job requisition to a field in the offer details template. What attribute do you use?

- A. template-type="Simple Job Requisition"
- B. template-type="job-JRDM"

- C. template-type="job-req"
- D. template-type="job-requisition"

Answer: C

Explanation:

When linking a field in the job requisition to a field in the offer details template, the correct attribute to use is template-type="job-req". This attribute specifies that the field being referenced is from the Job Requisition template and allows the offer details template to access and display that information.

* Use template-type Attribute:

* In the offer details template XML, include template-type="job-req" to link the field from the job requisition.

* Save and Test:

* After configuring, test the setup by creating an offer to verify that the linked field is correctly populated from the job requisition.

: SAP SuccessFactors Recruiting Management Implementation Guide - Linking Fields between Templates.

Explanation of Incorrect Options:

The other template types listed do not apply for linking fields between the job requisition and offer details templates.

NEW QUESTION # 79

Where can you update current pre-screening questions or assign pre-screening questions to a requisition?

Note: There are 2 correct answers to this question.

- A. Import question Library
- B. Candidate Profile
- C. Job Requisition
- D. Candidate Summary

Answer: A,C

Explanation:

Pre-screening questions for candidates can be updated and assigned to a job requisition using the following options:

* Job Requisition (Option C):Pre-screening questions can be assigned directly to a job requisition, allowing candidates to answer these questions during the application process.

* Import Question Library (Option D):Questions can be managed through the Import Question Library, enabling administrators to add or modify pre-screening questions and then assign them to job requisitions as needed.

: SAP SuccessFactors Recruiting Management Implementation Guide - Managing Pre-screening Questions and Question Libraries.

Explanation of Incorrect Options:

Option A - Candidate Summary: This area provides a summary of candidate information and is not used for configuring pre-screening questions.

Option B - Candidate Profile: This holds information about the candidate but does not manage pre- screening questions for requisitions.

NEW QUESTION # 80

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