

SAP C_THR83_2505 PDF Demo, C_THR83_2505 Prüfungsfrage



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SAP C_THR83_2505 Prüfungsplan:

Thema	Einzelheiten
Thema 1	<ul style="list-style-type: none">• 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.
Thema 2	<ul style="list-style-type: none">• 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.
Thema 3	<ul style="list-style-type: none">• Setting Up the Instance: This section of the exam measures skills of SAP Consultants and covers the foundational steps required to configure a SuccessFactors instance for Recruiting Management. It includes understanding provisioning settings and initial system setup tasks that enable core recruiting functionality.
Thema 4	<ul style="list-style-type: none">• 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.

Thema 5	<ul style="list-style-type: none"> • E-mail Notifications: This section of the exam assesses the ability of Recruiting Analysts to manage e-mail triggers and notification templates. It includes configuration of communication settings to support automated messaging during the recruiting cycle.
Thema 6	<ul style="list-style-type: none"> • 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.
Thema 7	<ul style="list-style-type: none"> • 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.
Thema 8	<ul style="list-style-type: none"> • 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.

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C_THR83_2505 Übungsfragen: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience & C_THR83_2505 Dateien Prüfungsunterlagen

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience C_THR83_2505 Prüfungsfragen mit Lösungen (Q21-Q26):

21. Frage

When using Interview Central what is the Hiring Manager Note used for?

- A. To save notes about the interviewee
- **B. To give instructions to the interviewers**
- C. To inform the recruiter about the hiring manager's decision
- D. To invite the hiring manager to the interview

Antwort: B

Begründung:

In Interview Central, the Hiring Manager Note feature allows the hiring manager to provide specific instructions or guidance for the interviewers. This note may include details about what to focus on during the interview, specific competencies to assess, or other relevant information to ensure the interview process is aligned with the job's requirements.

* Purpose of Hiring Manager Note:

* This note serves as a guideline for interviewers, enhancing the consistency and relevance of evaluations by focusing on key attributes the hiring manager deems important.

: SAP SuccessFactors Recruiting Management User Guide - Interview Central and Hiring Manager Instructions.

Explanation of Incorrect Options:

Option A (To save notes about the interviewee): Notes about the interviewee are recorded separately by each interviewer.

Option B and Option D do not relate to the function of the Hiring Manager Note in Interview Central.

22. Frage

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

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

Antwort: B,D,E

Begründung:

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.

23. Frage

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

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

Antwort: A

Begründung:

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.

24. Frage

Why does a user need to wait to use a job board after it has been added from the Job Board Market Place? Note: There are 2 correct answers to this question.

- A. Recruiting Posting may need to activate the configuration.
- B. Posting Profiles need to be associated with a contract.
- C. The job board may need to activate the configuration.
- D. Recruiting Posting needs to synchronize.

Antwort: A,D

25. Frage

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

Antwort: A,C

Begründung:

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.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Custom Tokens and Reportable Fields.

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.

26. Frage

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