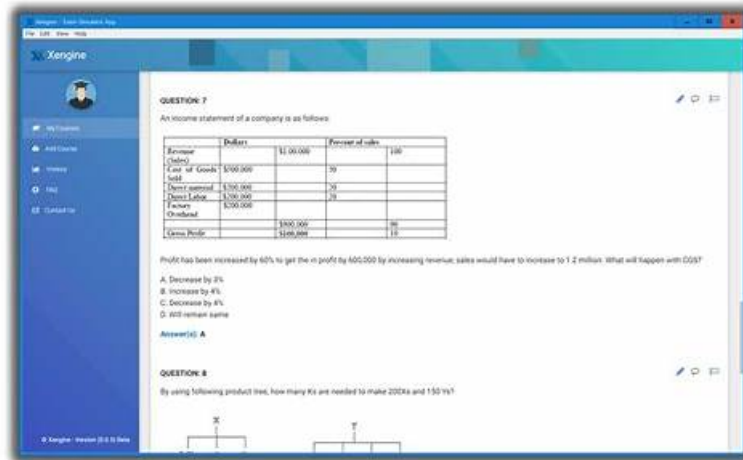


# C-THR83-2505 Test Answers - C-THR83-2505 Real Exams



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## SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>

- 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.

>> C-THR83-2505 Test Answers <<

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q46-Q51):

#### NEW QUESTION # 46

Which of the following standard objects CANNOT be configured in the Job Requisition template?

- A. Location
- B. Position
- C. Division
- D. Offer
- E. Type

**Answer: D,E**

Explanation:

The Offer object is not configured in the Job Requisition template as it is managed through the Offer Details template, a separate template for managing candidate offers once they reach the offer stage.

\* Configurable Objects in Job Requisition Template:

\* Position, Location, Division, and Type are standard objects that can be configured within the Job Requisition template. These fields help define the job's details and organizational structure.

\* Separate Configuration for Offer:

\* Offer-related fields and settings are configured in the Offer Details template, not in the Job Requisition template.

: SAP SuccessFactors Recruiting Management Implementation Guide - Job Requisition and Offer Templates Overview.

#### NEW QUESTION # 47

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

**Answer: A,B**

#### NEW QUESTION # 48

Where can you find a list of all job boards available through Recruiting Posting? Note: There are 2 correct answers to this question.

- A. Job Board Market Place
- B. My job boards

- C. My school job boards
- **D. Job Board catalogue on SAP Jams and Communities**

**Answer: A,D**

Explanation:

The list of available job boards for Recruiting Posting can be found in two primary locations:

Job Board Market Place (Option C):

This feature within Recruiting Posting allows users to view, select, and manage job boards available for posting.

Job Board Catalogue on SAP Jams and Communities (Option D):

SAP Jams and Communities provide a comprehensive catalogue of job boards available through Recruiting Posting, along with detailed descriptions.

Reference:

Explanation of Incorrect Options:

Option A - My school job boards: This is not a standard feature for accessing all job boards.

Option B - My job boards: This refers to job boards specifically selected by the user, not the full catalogue.

#### **NEW QUESTION # 49**

A user wants to start a Recruiting Posting job posting. What must occur before the posting process can begin? Note: There are 3 correct answers to this question.

- A. The position must be posted to the external Career Site.
- **B. The Manage Recruiting Posting permission must be activated.**
- **C. At least one posting profile must be associated to the Recruiting user.**
- D. The Recruiting user must be assigned to one Recruiting Posting group.
- **E. A job board configuration must be validated for the job board.**

**Answer: B,C,E**

Explanation:

Before a Recruiting Posting job posting can begin, certain prerequisites must be in place to ensure that the user has the necessary configuration and access:

Posting Profile Association (Option A):

The Recruiting user must have at least one posting profile associated with them. Posting profiles define job board configurations and access rights, linking the user to specific posting options.

Job Board Configuration Validation (Option C):

Each job board used in Recruiting Posting requires proper configuration, including access credentials and other necessary data, to allow successful job posting.

Manage Recruiting Posting Permission (Option E):

The Manage Recruiting Posting permission must be enabled for the user, allowing them to initiate and manage job postings across job boards.

Reference:

Explanation of Incorrect Options:

Option B: Posting to an external career site is not a prerequisite for using Recruiting Posting.

Option D: Assigning a Recruiting Posting group is not a requirement to begin the posting process, although it can be used for organizational purposes.

#### **NEW QUESTION # 50**

Which SMS messages are tracked on the correspondence audit trail within the candidate summary page?

Note: There are 2 correct answers to this question.

- A. Requisition-triggered SMS notifications
- B. SMS responses from the candidate
- **C. Ad-hoc SMS notifications**
- **D. Status-triggered SMS notifications**

**Answer: C,D**

