

Complete SAP C-THR83-2505 Exam Dumps, Accurate C-THR83-2505 Answers



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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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.
Topic 3	<ul style="list-style-type: none">• 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 4	<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.
Topic 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q45-Q50):

NEW QUESTION # 45

Which of the following statements apply to pre-screening questions? Note: There are 2 correct answers to this question.

- A. Pre-screening questions can vary by job requisition.
- B. Pre-screening questions are added directly to the Application XML.
- C. Pre-screening questions can be set to be disqualifier questions.
- D. Pre-screening questions can be designated to only appear internally or externally and can vary by country.

Answer: A,C

Explanation:

Pre-screening questions offer flexibility to help recruiters screen candidates effectively:

* Vary by Job Requisition (Option A): Pre-screening questions can be tailored for each job requisition, allowing questions to align with specific job requirements.

* Set as Disqualifier Questions (Option B): Questions can be configured as disqualifiers, automatically filtering out candidates who do not meet certain criteria.

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

Explanation of Incorrect Options:

Option C - Added directly to Application XML: Pre-screening questions are managed in question libraries or templates, not directly in the Application XML.

Option D - Internal/External or Country-based Display: Pre-screening questions generally do not vary by visibility (internal/external) or country settings.

NEW QUESTION # 46

What permission must be assigned to a user so the user can post a job through Recruiting Posting?

- A. Manage Recruiting Posting
- B. OData API Job Requisition Export
- C. Recruiting Posting
- D. OData API Job Requisition Create

Answer: A

Explanation:

In SAP SuccessFactors, the Manage Recruiting Posting permission is required to enable a user to post jobs through Recruiting Posting. This permission grants access to the necessary tools and functionalities within the Recruiting Posting module.

* Assigning Permissions:

* Go to Admin Center > Manage Permission Roles and assign the Manage Recruiting Posting permission to the relevant user role to enable job posting capabilities.

: SAP SuccessFactors Recruiting Posting Configuration Guide - User Permissions for Job Posting

Explanation of Incorrect Options:

Option A (Recruiting Posting): This is not a standalone permission in the system.

Options C and D (OData API permissions): These permissions relate to API access and do not enable direct posting capabilities.

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

Answer: C,D

NEW QUESTION # 48

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

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

Answer: B

Explanation:

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.

NEW QUESTION # 49

You have only granted read permissions to the G role in the pre-approved status. However the Hiring Manager can still edit some fields in the pre-approved status upon testing.

What could have caused this problem?

- A. The G role has write permissions for these fields in the approved status and closed status.
- B. The G role has edit permissions for these fields via the Role-Based Permission settings.
- **C. The V role has write permissions for these fields.**
- D. The J role has write permissions for these fields.

Answer: C

NEW QUESTION # 50

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