

C-THR83-2505 Echte Fragen, C-THR83-2505 Fragen Antworten



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SAP C-THR83-2505 Prüfungsplan:

Thema	Einzelheiten
Thema 1	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 2	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	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.
Thema 4	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.

- **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 Fragen Antworten & C-THR83-2505 PDF Testsoftware

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience C-THR83-2505 Prüfungsfragen mit Lösungen (Q36-Q41):

36. Frage

How do you make custom fields reportable? Note: There are 2 correct answers to this question.

- A. Define the public="true" attribute in the template.
- **B. Define the fields in the template.**
- **C. Add the fields in Provisioning and synchronize the data.**
- D. Define the fields as reportable in the template.

Antwort: B,C

37. Frage

Which fields have a pull-down or "find value" where the values are configured directly in the Job Requisition field definition?

- **A. Enum**
- B. Derived
- C. Bool
- D. Instruction

Antwort: A

Begründung:

In SAP SuccessFactors Recruiting, fields of type Enum (enumeration) are configured with pre-defined options directly in the Job Requisition template's field definition. These options are displayed as a dropdown or pull-down menu in the requisition form.

* Enum Field Type:

* An Enum field allows users to select from a list of values configured directly in the Job Requisition template, providing a user-friendly interface for data entry.

: SAP SuccessFactors Recruiting Management Implementation Guide - Field Types and Enum Field Configuration in Job Requisition Templates.

Explanation of Incorrect Options:

Instruction: This field type is used for informational text rather than a selectable list.

Derived: Derived fields are calculated based on other data, not a dropdown selection.

Bool: Bool fields are for binary options (true/false), not multiple selectable values.

38. Frage

You need to set up a route map step where the Hiring Manager reviews a job requisition during the creation process. This hiring manager does NOT necessarily need to be the person who creates the form.

What needs to be configured in the first step of the Route Map? Note: There are 2 correct answers to this question.

- A. The Originator role needs to be added to the modify step.
- B. The modify step needs to be configured as a single role type.
- C. The modify step should be configured as an iterative or collaborative step depending on the requirements of the customer.
- D. The Hiring Manager (G) needs to be added to the modify step.

Antwort: C,D

Begründung:

To allow the Hiring Manager to review the job requisition during its creation, the Route Map should be configured as follows:

- * Add Hiring Manager (G) to Modify Step (Option B):
- * This configuration allows the Hiring Manager to review and, if necessary, modify the job requisition without being the form's creator. Assigning the G role to the modify step grants them this permission.
- * Configure as Iterative or Collaborative Step (Option D):
- * Set the modify step as collaborative if multiple roles need concurrent access to review, or iterative if each reviewer should access the requisition one after another.

: SAP SuccessFactors Recruiting Management Implementation Guide - Setting Up Modify Steps in Route Maps.

Explanation of Incorrect Options:

Option A: The Originator role would apply only if the creator of the requisition must participate in this modify step.

Option C: Configuring a single role type restricts access to one user, limiting flexibility in a review process that might require multiple reviewers.

39. Frage

Which of the following fields would you map between the Candidate Profile and the People Profile? Note:

There are 2 correct answers to this question.

- A. Language skills
- B. Expected salary
- C. Available start date
- D. Professional membership

Antwort: A,D

40. Frage

How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

- A. Permission the J role for each field.
- B. Assign a permission to a field for each status (pre-approved approved and closed).
- C. Set the permissions to write or read for each field.
- D. Define the permissions in the Role-Based Permissions section in the Admin Center.
- E. Add the operators for each permission block.

Antwort: B,C,E

Begründung:

In SAP SuccessFactors Recruiting, defining permissions for job requisition fields involves several key steps to ensure that the right users have the necessary read or write access for each field:

- * Assign Permission for Each Status (Option A): Different statuses in the requisition lifecycle (pre- approved, approved, and closed) may require distinct permissions for fields.
- * Add Operators for Each Permission Block (Option B): Define operators (e.g., recruiter, hiring manager) for each permission block, determining who can view or edit fields.
- * Set Write or Read Permissions (Option D): Specify the level of access-either read or write-for each field based on the roles and statuses.

: SAP SuccessFactors Recruiting Management Data Model Guide - Field Permissions and Role Configurations.

Explanation of Incorrect Options:

Option C - Permission the J role: Permissions are assigned by field and operator, not a single role.

Option E - Role-Based Permissions in Admin Center: Job requisition field permissions are typically configured within the Job Requisition Data Model XML, not directly in Role-Based Permissions.

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