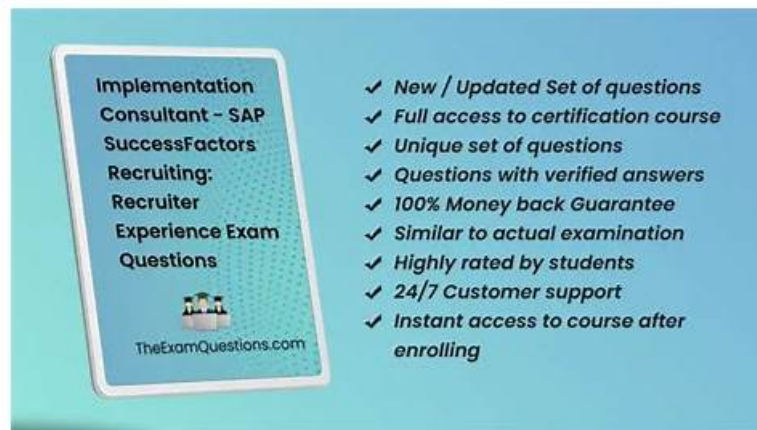# 100% Pass Quiz Useful SAP - C-THR83-2505 - Relevant SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Questions

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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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.
Topic 3	• 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.
Topic 4	• 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.
Topic 5	• 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.
Topic 6	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q79-Q84):

NEW QUESTION # 79
What are the options to implement an offer approval? Note: There are 2 correct answers to this question.

- A. It can be implemented to link the offer to the candidate profile.
- B. It can be implemented to contain offer letter tokens.
- C. It can be implemented to be used on a mobile device.
- D. It can be implemented to include a pre-configured workflow approval.

Answer: A

NEW QUESTION # 80
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. Available start date
- B. Expected salary
- C. Language skills
- D. Professional membership

Answer: C,D

NEW QUESTION # 81
What happens if you set the candidate application attribute sensitive to "true"?

- A. The field is hidden unless an override is set.
- B. The field is considered for purging of personally identifying data.
- C. The field content is covered by ***
- D. "Access or change this field" will be captured in the Read Audit Log.

Answer: B

Explanation:
Setting the candidate application attribute sensitive to "true" marks the field for consideration in data purging routines. This is part of

data privacy features where personal data is purged according to data retention and privacy policies.
Functionality and Effects:
When a field is marked sensitive, it is included in data purging processes to remove PII from the system after certain retention periods.
This aligns with data protection regulations by ensuring PII is only retained as necessary.
Reference:
Explanation of Incorrect Options:
Option A - "Access or change this field" will be captured in the Read Audit Log: This is more relevant to audit configuration than to data sensitivity settings.
Option C - The field content is covered by *: Masking the content is separate from marking data as sensitive.
Option D - The field is hidden unless an override is set: Marking a field as sensitive does not automatically hide it; it flags it for data purging.

NEW QUESTION # 82
Which actions are available from Manage Jobs after a job is posted with Recruiting Posting? Note: There are 2 correct answers to this question.

- A. Remove the posting from all posting job boards.
- B. Post the job to additional job boards.
- C. Remove a contract with a posting job board.
- D. Repost the job automatically after the expiration date.

Answer: A,B

Explanation:
Once a job is posted using Recruiting Posting, administrators have several actions available in the Manage Jobs section to further manage the job posting.
* Remove the Posting from All Job Boards (Option A):
* This action allows users to remove the job posting from all job boards where it was posted through Recruiting Posting. This feature is useful if a position needs to be closed or withdrawn before the posting expires.
* Post the Job to Additional Job Boards (Option B):
* After the initial posting, users can choose to post the job to additional job boards directly from the Manage Jobs interface, broadening the reach of the job posting as needed.
: SAP SuccessFactors Recruiting Posting Implementation Guide - Actions Available After Job Posting.
Explanation of Incorrect Options:
Option C (Remove a contract) and Option D (Repost automatically) are not available actions within Manage Jobs after a job is posted. Contracts are managed separately, and reposting after expiration typically requires manual configuration.

NEW QUESTION # 83
Where are operator roles used? Note: There are 2 correct answers to this question.

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

Answer: A,C

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 # 84

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