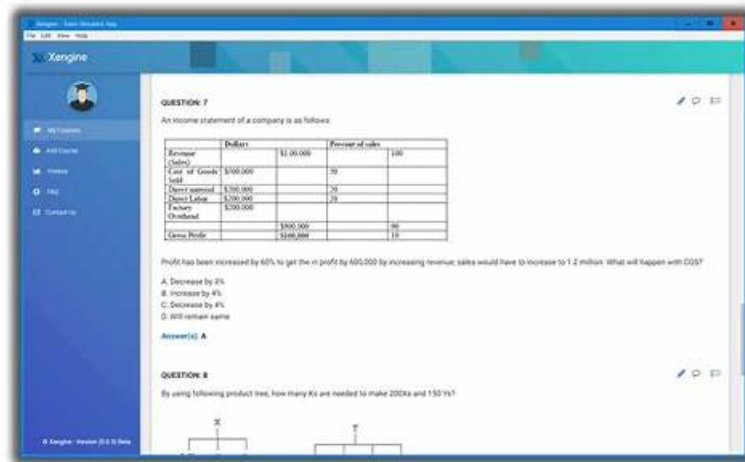# Relevant C_THR83_2505 Exam Dumps - C_THR83_2505 Valid Braindumps Ebook

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q57-Q62):

NEW QUESTION # 57
In order to associate a Job Requisition to an approval workflow what must be done? Note: There are 2 correct answers to this question.

- A. The Job Requisition must be associated to the appropriate Route Map in Form Template Settings.
- B. A Route Map must be created and configured in Admin Center.
- C. Multiple Route Maps can be associated to one Job Requisition template.
- D. A business rule to trigger the approval workflow must be created in Admin Center > Configure Business Rules.

Answer: A,B

Explanation:
To associate a Job Requisition with an approval workflow, administrators need to configure route maps properly within SAP SuccessFactors Recruiting:
Associate the Job Requisition with a Route Map in Form Template Settings (Option A):
Link the job requisition template with a route map to enable workflow approval.
Create and Configure a Route Map in Admin Center (Option B):
The route map must be configured to outline the steps and approvers in the approval workflow for the job requisition.
Steps to Configure:
In Admin Center > Manage Route Maps, create and configure the route map with the desired approval steps.
In Admin Center > Form Template Settings, link the job requisition template with the configured route map.
Reference:
Explanation of Incorrect Options:
Option C - Create a Business Rule: Business rules are not required for associating a job requisition to a route map.
Option D - Multiple Route Maps per Job Requisition Template: Only one route map can be assigned to a job requisition template.

NEW QUESTION # 58

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

Answer: B,D

Explanation:
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.

NEW QUESTION # 59

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

Answer: A,C

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.
: SAP SuccessFactors Recruiting Posting Documentation - Accessing Job Boards.
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 # 60
What is the Anonymize Attribute intended for?

- A. To trigger the country override in the application
- B. To hide personal identifiable information
- C. To display candidate facing fields in the application
- D. To mark data as sensitive for read and change logging audits

Answer: D

NEW QUESTION # 61
You have updated a standard field label in the Job Requisition template. However this change was NOT reflected when creating a new job requisition. What must be configured? Note: There are 2 correct answers to this question.

- A. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.
- B. The field label must be updated in the Job Requisition template field definition.
- C. The field label must be updated in Custom Token Settings in Provisioning.
- D. The field label must be updated in the permission section of the Job Requisition template.

Answer: A,B

Explanation:
C). The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center. SuccessFactors has a central place to manage labels for standard fields. This ensures consistency across the system. If you only change the label within the template, it will be overridden by this central setting.
D). The field label must be updated in the Job Requisition template field definition. You do need to update the field label within the template itself. This tells the template which label to pull from the central settings.

NEW QUESTION # 62
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