

Quiz C-THR83-2411 - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience–Professional Study Materials



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SAP C-THR83-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Managing Clean Core: This section of the exam measures skills of Implementation Consultants and covers strategies for maintaining a standard, unmodified system foundation in SAP SuccessFactors. Candidates must demonstrate understanding of best practices that minimize custom code, ensuring easier upgrades and stable system performance.
Topic 2	<ul style="list-style-type: none">Job Requisition Enablement: This section of the exam measures skills of Recruitment Specialists and covers the configuration needed to activate job requisitions. Candidates must show they can define requisition templates, configure approval workflows, and align requisition fields with business requirements.
Topic 3	<ul style="list-style-type: none">Setting Up Instance: This section of the exam measures skills of Solution Architects and covers the initial configuration steps required to prepare a SuccessFactors recruiting instance. It includes establishing organizational structures, security settings, and foundational data necessary before enabling recruiting features.
Topic 4	<ul style="list-style-type: none">Recruiting Posting: This section of the exam measures skills of Recruitment Specialists and covers publishing job requisitions to external job boards and internal career sites. It includes configuring posting settings, managing board credentials, and ensuring accurate job detail propagation.
Topic 5	<ul style="list-style-type: none">Candidate Management: This section of the exam measures skills of Recruitment Coordinators and covers the processes for tracking and progressing candidates through the recruitment lifecycle. Candidates need to show proficiency in managing candidate statuses, evaluations, and pipeline reporting.
Topic 6	<ul style="list-style-type: none">E-mail Notifications: This section of the exam measures skills of Implementation Consultants and covers configuring automated email alerts throughout the recruiting process. Candidates must demonstrate how to set up notification templates, triggers, and recipient rules to keep stakeholders informed.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q60-Q65):

NEW QUESTION # 60

What is the field id that you must add to the Job Requisition template to fully enable the employee referral feature?

- A. id="amount"
- B. id="referral"
- C. id="erpAmount"
- D. id="employeeReferral"

Answer: C

NEW QUESTION # 61

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

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

Answer: C

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.

NEW QUESTION # 62

You need to allow candidates to search for jobs in a specific country. What do you need to do?

- A. Configure the derived country field and add it as a filter on the Internal and External Search settings.
- B. Configure a background element and map it to the Succession Data Model.
- C. Configure the country field on the application template to allow candidates to search for jobs in their country.
- **D. Configure a filter field and add it to the Internal and External Search settings.**

Answer: D

NEW QUESTION # 63

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

Answer: A,C,E

NEW QUESTION # 64

A customer would like their Recruiters to be able to access different fields on the candidate's application during the different statuses of the Talent Pipeline. Which of the following feature allows this option?

- A. Configure multiple Job Requisition templates
- **B. Late-stage applications**
- **C. Multi-stage applications**
- D. Single-stage applications

Answer: B,C

NEW QUESTION # 65

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