

SAP C-THR83-2411 Dumps - Pass Exam and Get Career Benefits



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SAP C-THR83-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	Advanced Job Requisition Settings: This section of the exam measures skills of Recruitment Specialists and covers deeper customization of requisition processes. It includes setting up dynamic field behaviors, conditional approvals, and multi-stage requisition workflows to support complex hiring practices.
Topic 2	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	Candidate Profile Template: This section of the exam measures skills of Implementation Consultants and covers designing the candidate profile structure. Candidates must demonstrate the ability to configure profile templates that capture necessary candidate information and support downstream recruiting processes.
Topic 4	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.
Topic 5	Application Template: This section of the exam measures skills of Implementation Consultants and covers creating and customizing the application form used by candidates. It includes mapping form fields to data models, configuring required fields, and tailoring the application flow to organizational needs.
Topic 6	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q80-Q85):

NEW QUESTION # 80

When defining the field attribute overrides in the Application XML which of the following attributes determine which override(s) should trigger? Note: There are 2 correct answers to this question.

- A. State/Province of the Job Posting
- **B. Applicant type**
- C. Country of the candidate
- **D. Country of the Job**

Answer: B,D

NEW QUESTION # 81

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- **A. OData**
- **B. SOAP**
- C. RFC
- D. IDoc

Answer: A,B

NEW QUESTION # 82

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. Define the fields as reportable in the template.
- **D. Add the fields in Provisioning and synchronize the data.**

Answer: B,D

NEW QUESTION # 83

You have configured a custom field in the Job Requisition template and would like to use the custom field as a token in the Job Description and in the Recruiting E-mail templates.

How do you do this? Note: There are 2 correct answers to this question.

- **A. Configure the field as token in Provisioning > Configure Custom Token Settings.**
- **B. Configure the field as a reportable field within Provisioning > Configure Reportable Fields.**
- C. Ensure the field is configured as a public field in the Job Requisition template.
- D. Add the field in the Job Requisition > Listing Layout Fields.

Answer: A,B

Explanation:

To use a custom field as a token in Job Descriptions and Recruiting Email templates, certain configurations in Provisioning are required to ensure the field is recognized by the system as a token and is reportable.

* Configure as a Token in Provisioning (Option A):

* Go to Provisioning > Configure Custom Token Settings.

* Add the custom field to be used as a token, enabling its availability in job descriptions and email templates.

* Set as Reportable Field in Provisioning (Option D):

* In Provisioning > Configure Reportable Fields, configure the field to ensure it is available in reports and other templates, including email and requisition templates.

* Testing and Verification:

* After configuration, test the token in a job description or email template to ensure it displays correctly.

NEW QUESTION # 84

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

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

Answer: A,C,E

NEW QUESTION # 85

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