

# SAP C\_THR83\_2411 Dumps PDF- Easiest Preparation Method [2025]

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## SAP

### C\_THR83\_2411

SAP Certified Associate - SAP SuccessFactors Recruiting:

Recruiter Experience

**QUESTION & ANSWERS**

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## SAP C\_THR83\_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>

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

### NEW QUESTION # 79

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish an organizational structure technical foundation and transformation methodology for clean core.
- B. Define roles and responsibilities as part of a process transformation office.
- C. Establish release management.
- D. Establish regular housekeeping tasks and procedures.
- E. Integrate clean core practices in the end-to-end value process chain.

**Answer: C,D,E**

Explanation:

SAP recommends several guiding principles to maintain a clean core in SAP environments, minimizing customizations that can complicate future upgrades and maintenance:

\* Establish Regular Housekeeping Tasks (Option A): Routine housekeeping ensures the system is free of obsolete data and configurations, improving performance and simplifying management.

\* Establish Release Management (Option B): An organized release management strategy is crucial to streamline updates, maintain clean configurations, and prevent conflicting customizations.

\* Integrate Clean Core Practices in the End-to-End Value Process Chain (Option D): Embedding clean core principles across all business processes helps maintain consistency, standardize operations, and ensure the long-term maintainability of the system.

#### NEW QUESTION # 80

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

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

**Answer: A**

#### NEW QUESTION # 81

What needs to be enabled for an external candidate to accept an online offer without using an eSignature?

- A. Enable an e-mail template that has the online offer token directing candidates to the Career Portal.
- B. Enable candidate privacy in Provisioning.
- C. Enable role-based permissions (RBP) for candidates.
- D. Enable DocuSign integration for eSignatures.

**Answer: A**

#### NEW QUESTION # 82

If you want to create and send an offer to your candidate which of the following feature permissions do you enable? Note: There are 2 correct answers to this question.

- A. Offer Approval
- B. Offer Letter
- C. Background Check
- D. Interview Assessment

**Answer: A,B**

Explanation:

To create and send an offer to a candidate in SAP SuccessFactors Recruiting, the permissions for Offer Approval and Offer Letter must be enabled. These permissions allow the recruiter to initiate the offer process, complete any required approvals, and generate the offer letter for the candidate.

\* Offer Approval (Option A): This permission enables the process of approving the offer, ensuring all necessary approvals are in place before the offer is sent to the candidate.

\* Offer Letter (Option C): This permission allows the recruiter to create and generate the offer letter document, which is then sent to the candidate.

\* Steps to Configure:

\* Go to Admin Center > Manage Permission Roles.

\* Assign the Offer Approval and Offer Letter permissions to the appropriate user roles.

#### NEW QUESTION # 83

When creating multi-stage application permission blocks which of the following must be defined in the permission? Note: There are 2 correct answers to this question.

- A. Applicant type
- B. Operator
- C. Status label
- D. Permission type (read or write)

**Answer: B,D**

Explanation:

In multi-stage application settings, each permission block must define certain elements to control access for different stages of the

application process:

\* Operator (Option A): The operator refers to users involved in the recruiting process, such as hiring managers, recruiters, and approvers. Each permission block must define the operator to specify who has access to the application stage.

\* Steps:

\* Go to Admin Center > Manage Recruiting Roles.

\* Configure each operator's access to the relevant stage.

## NEW QUESTION # 84

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