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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	Candidate Profile Template: This section of the exam measures skills of Recruiting Analysts in configuring the candidate profile template. It includes the layout, field usage, and integration of candidate data to streamline talent acquisition and evaluation.
Topic 2	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 3	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 4	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q70-Q75):

NEW QUESTION # 70

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

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

Answer: A

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.

: SAP SuccessFactors Recruiting Posting Configuration Guide - User Permissions for Job Posting

Explanation of Incorrect Options:

Option A (Recruiting Posting): This is not a standalone permission in the system.

Options C and D (OData API permissions): These permissions relate to API access and do not enable direct posting capabilities.

NEW QUESTION # 71

A Recruiter CANNOT see the status "Phone Screening".

Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The status "Phone Screening" is NOT set as Visible by the Recruiter.
- B. The status "Phone Screening" is NOT enabled in the Job Requisition template.
- C. The status "Phone Screening" is NOT enabled in the Talent Pipeline.
- D. The status "Phone Screening" is set as "hidden" in the Application template.

Answer: A,C

Explanation:

If a recruiter cannot see the "Phone Screening" status, it could be due to the following reasons:

* Status Not Enabled in the Talent Pipeline (Option A): The Talent Pipeline is configured to control the visibility and sequence of application statuses. If "Phone Screening" is not enabled in the Talent Pipeline, it will not appear in the recruiting workflow.

* Status Not Visible to the Recruiter (Option D): Visibility settings control who can view each status. If

"Phone Screening" is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.

* Steps to Check:

* Go to Admin Center > Edit Applicant Status Configuration and ensure that "Phone Screening" is enabled in the pipeline and set as visible to the recruiter role.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Talent Pipeline and Status Visibility.

Explanation of Incorrect Options:

Option B - Status in Job Requisition Template: Status visibility is configured in the Talent Pipeline, not the Job Requisition template.

Option C - Hidden in Application Template: Statuses are not managed within the Application template; they are controlled in the Talent Pipeline.

NEW QUESTION # 72

A Recruiter CANNOT see the status "Phone Screening".

Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The status "Phone Screening" is NOT set as Visible by the Recruiter.
- B. The status "Phone Screening" is NOT enabled in the Job Requisition template.
- C. The status "Phone Screening" is NOT enabled in the Talent Pipeline.
- D. The status "Phone Screening" is set as "hidden" in the Application template.

Answer: A,C

Explanation:

If a recruiter cannot see the "Phone Screening" status, it could be due to the following reasons:

Status Not Enabled in the Talent Pipeline (Option A):

The Talent Pipeline is configured to control the visibility and sequence of application statuses. If "Phone Screening" is not enabled in the Talent Pipeline, it will not appear in the recruiting workflow.

Status Not Visible to the Recruiter (Option D):

Visibility settings control who can view each status. If "Phone Screening" is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.

Steps to Check:

Go to Admin Center > Edit Applicant Status Configuration and ensure that "Phone Screening" is enabled in the pipeline and set as visible to the recruiter role.

Reference:

Explanation of Incorrect Options:

Option B - Status in Job Requisition Template: Status visibility is configured in the Talent Pipeline, not the Job Requisition template.

Option C - Hidden in Application Template: Statuses are not managed within the Application template; they are controlled in the Talent Pipeline.

NEW QUESTION # 73

Who can edit an existing recruiting group?

- A. The original creator of the recruiting group
- B. All members of the recruiting group
- C. The original creator of the requisition template
- **D. All users with appropriate administrative permissions**

Answer: D

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.

Reference:

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 # 74

You want to link a field in the job requisition to a field in the offer details template. What attribute do you use?

- A. template-type="job-JRDM"
- B. template-type="Simple Job Requisition"
- C. template-type="job-requisition"
- **D. template-type="job-req"**

Answer: D

Explanation:

When linking a field in the job requisition to a field in the offer details template, the correct attribute to use is template-type="job-req". This attribute specifies that the field being referenced is from the Job Requisition template and allows the offer details template to access and display that information.

Use template-type Attribute:

In the offer details template XML, include template-type="job-req" to link the field from the job requisition.

Save and Test:

Reference:

The other template types listed do not apply for linking fields between the job requisition and offer details templates.

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