

TrainingDump SAP C-THR83-2505 Dumps - Improve Your Exam Preparation Quickly



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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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.
Topic 3	Job Requisition Enablement: This section of the exam assesses the knowledge of Recruiting Analysts in enabling and managing job requisition templates. It focuses on permissions, fields, and configuration elements necessary for defining job openings within the system.
Topic 4	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q30-Q35):

NEW QUESTION # 30

How are an interviewer's ratings of an applicant displayed to a recruiter? Note: There are 2 correct answers to this question.

- A. As approved or declined
- B. As recommended or not recommended
- C. As an average rating for each competency
- D. As a percentage

Answer: B,C

Explanation:

In SAP SuccessFactors Recruiting, interviewers' ratings for an applicant are displayed to recruiters in specific formats, including: Average Rating for Each Competency (Option A):

In Interview Central, interviewers rate candidates based on defined competencies, and these ratings are averaged across all interviewers. This average score per competency gives recruiters an at-a-glance view of the candidate's performance.

Recommendation Status (Option B):

Interviewers can also provide an overall recommendation, such as "Recommended" or "Not Recommended," which is displayed to recruiters, helping them assess whether the candidate is a good fit based on feedback from interviewers.

Reference:

Explanation of Incorrect Options:

C (As a percentage) and D (As approved or declined) are not applicable formats for displaying interviewer ratings in SAP SuccessFactors Recruiting.

NEW QUESTION # 31

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-requisition"
- B. template-type="Simple Job Requisition"
- C. template-type="job-JRDM"
- 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:

After configuring, test the setup by creating an offer to verify that the linked field is correctly populated from the job requisition.

Reference:

Explanation of Incorrect Options:

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

NEW QUESTION # 32

What is the Anonymize Attribute intended for?

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

Answer: C

NEW QUESTION # 33

Which SMS messages are tracked on the correspondence audit trail within the candidate summary page?

Note: There are 2 correct answers to this question.

- A. Status-triggered SMS notifications
- B. Requisition-triggered SMS notifications
- C. SMS responses from the candidate
- D. Ad-hoc SMS notifications

Answer: A,D

NEW QUESTION # 34

How are an interviewer's ratings of an applicant displayed to a recruiter? Note: There are 2 correct answers to this question.

- A. As approved or declined
- B. As recommended or not recommended
- C. As an average rating for each competency
- D. As a percentage

Answer: B,C

Explanation:

In SAP SuccessFactors Recruiting, interviewers' ratings for an applicant are displayed to recruiters in specific formats, including:

* Average Rating for Each Competency (Option A):

* In Interview Central, interviewers rate candidates based on defined competencies, and these ratings are averaged across all interviewers. This average score per competency gives recruiters an at-a-glance view of the candidate's performance.

* Recommendation Status (Option B):

* Interviewers can also provide an overall recommendation, such as "Recommended" or "Not Recommended," which is displayed to recruiters, helping them assess whether the candidate is a good fit based on feedback from interviewers.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring and Using Interview Central.

Explanation of Incorrect Options:

C (As a percentage) and D (As approved or declined) are not applicable formats for displaying interviewer ratings in SAP SuccessFactors Recruiting.

NEW QUESTION # 35

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