Vendor:SAP

Exam Code:C_THR83_2105

Exam Name:SAP Certified Application Associate - SAP SuccessFactors Recruiting: Recruiter Experience 3H/2021

Version: Demo

QUESTION 1

If you want to narrow down the pool of people who can fulfill a role designated on the route map to only someone from the Finance department, what would you create? Choose one:

A. Finance department Group

B. A Permission Role (using RBP) for Finance department.

C. Another step in the Route Map using the Finance role.

D. Finance department Team

Correct Answer: A

QUESTION 2

Who can configure Custom Help Text? Choose one:

A. Candidates

B. Recruiters

C. Administrators

D. Hiring Managers

Correct Answer: C

QUESTION 3

Custom help text is available in which of the following areas: There are 3 correct answers to this question.

A. Candidate Profile

B. Candidate Application

C. Offer Details

D. Job Requisition

Correct Answer: ACD

QUESTION 4

What do you enter in the column parentOption in the picklist file? There are 2 correct answers to this question.

A. If this is NOT a cascading picklist, enter -1

B. If it is a cascading picklist, then enter the picklistID of the parent picklist

C. If this is NOT a cascading picklist, enter 0.

D. If it is a cascading picklist, enter the optionID of the parent picklist.

Correct Answer: AD

QUESTION 5

What triggers the overrides on a CDM template? Choose one:

A. The home country of the candidate

B. The standard country field in the JRDM template

C. The standard country field in the CPT template

D. The standard country field in the CDM template

Correct Answer: B

QUESTION 6

What happens if the public field attribute is set to false? Choose one:

A. The field will NOT be available in reporting

B. The field will NOT be available to candidates on the application

C. The field will NOT be available as a custom token

D. The field will NOT be available on the job requisition

Correct Answer: B

QUESTION 7

If you find your statuses aren\\'t displayed in the talent pipeline, which of the following could be the issue? Choose one:

A. No email notification is enabled in that status set

B. Status was not properly enabled in back-end of the system

C. The status set is not marked as default

D. The statuses are not enabled in Admin Central > Applicant Status Set configuration

Correct Answer: D

QUESTION 8

For which requisition status can you set pre-selected options in the Admin Center? There are 2 correct answers to this question

A. Pre-Approved

B. Closed

C. Re-Opened

D. Approved

Correct Answer: BD

QUESTION 9

Where do you access the route map e-mail templates?

A. In admin Center--> Email Template Notification Settings

B. In admin Center-> Manage Offer Letter Templates

C. In admin Center-> Manage Recruiting Email Template

D. In admin Center-> Manage Recruiting Settings

Correct Answer: A

QUESTION 10

What happens with candidates who fail a pre-screening question? Choose one:

A. They have status Forwarded and show on the candidate summary page in a pink row

B. They are treated as all other candidates by the system

C. They have status New and show on the candidate summary page in a pink row.

D. They have the status Auto Disqualified and show on the candidate summary page in a pink row.

Correct Answer: D

QUESTION 11

You have only granted read permissions to the G role for the pre-approved status. However, the hiring manager can edit some fields in the pre-approval stage. What could have caused this problem? Please choose the correct answer.

A. The G role has write permissions for these fields in the approved status and closed status

B. The G role has edit permissions for these fields via the Role Based Permission settings

C. The V role has write permissions for these fields

D. The J role has write permissions for these fields

Correct Answer: B

QUESTION 12

What should the administrator configure to notify recipients by email when a specific recruiting action is executed?

A. Recruiting Email Triggers

B. Manage Recruiting Groups

C. Manage Recruiting Teams

D. Manage Recruiting Email Templates

Correct Answer: AD