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NEW QUESTION: 1

What must be set up to automatically e-mail external candidates to inform them that their application has been received?

There are 2 correct answers to this question.

- A. An e-mail template needs to be configured.
- B. The invite to Apply status needs to be enabled in the talent pipeline
- C. The default status needs to have an e-mail template associated to the external candidate
- D. The trigger in Admin Center-->Recruiting E-mail Triggers must be enabled for Application updated the L-' Candidate.

Answer: (SHOW ANSWER)

NEW QUESTION: 2

What must you do to request access to a customer instance?

Choose one:

- A. Enable Company Settings in Provisioning for the customer
- B. Assign the customer to your provisioning ID
- C. Gain customer approval
- D. Have access to the customer's signed contract

Answer: C (LEAVE A REPLY)

NEW QUESTION: 3

Which button permissions are defined in the JRDM template? There are 2 correct answers to this question.

- A. Decline
- B. Reopen
- C. Close
- D. Approve

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 4

Which of the following information should be obtained from the candidate's: There are 2 correct answers to this question.

- A. Available start date for the position
- B. Candidate's education details
- C. Candidate's contact details
- D. Candidate's expected salary for the specific position

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 5

A recruiter CANNOT see the status "Phone Screening". Which of the following could be the cause of this problem?

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

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 6

How can candidate applications be configured in Recruiting Management? There are 2 correct answers to this question.

- A. Multistage applications are configured for candidate fields only
- B. Late stage applications apply to the hiring manager role
- C. Late stage applications enable a candidate to be in a job requisition without actually applying
- D. Multistage applications display fields at specific statuses in the candidate pipeline.

Answer: C,D ([LEAVE A REPLY](#))

NEW QUESTION: 7

The offer letter can be initiated by which of the following recruiting operators? Choose one:

- A. Only job requisition hiring manager
- B. Only job requisition recruiter
- C. All roles that have appropriate permissions

D. Only job requisition Originator

Answer: C (LEAVE A REPLY)

NEW QUESTION: 8

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, enter the optionID of the parent picklist.
- C. If it is a cascading picklist, then enter the picklistID of the parent picklist
- D. If this is NOT a cascading picklist, enter 0.

Answer: A,B (LEAVE A REPLY)

NEW QUESTION: 9

What are the option to implement an offer approval? There are 2 correct answers to this question.

- A. It can be implemented to include pre-configured workflow approval
- B. It can be implemented to link the offer to the candidate profile
- C. It can be implemented to be used on a mobile device
- D. It can be implemented to contain offer letter tokens

Answer: B,D (LEAVE A REPLY)

NEW QUESTION: 10

You need to set up a route map where the Hiring Manager creates a job requisition. Who should be assigned to the initial creation step? Choose one:

- A. Manager of the Recruiter (RM)
- B. Additional Approver (V)
- C. Hiring Manager (G)
- D. Originator (O)

Answer: C (LEAVE A REPLY)

NEW QUESTION: 11

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

- A. Manage Recruiting Email Templates
- B. Manage Recruiting Teams
- C. Recruiting Email Triggers
- D. Manage Recruiting Groups

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 12

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

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 13

To notify selected recipients when a specific recruiting event occurs (for example, offer was approved by all approvers), what should the admin enable?

Choose one:

- A. Ad-Hoc email
- B. Email Trigger
- C. Email Notification Templates
- D. Candidate status email

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 14

Who can reassign job requisitions to other recruiting users? Choose one:

- A. Any user with the appropriate role-based permissions
- B. Any user with permissions defined in the JRDM
- C. All users without additional permissions assigned
- D. Any user with permissions defined in the candidate profile template

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 15

What needs to be configured to enable recruiting email triggers? There are 2 correct answers to this question.

- A. The email trigger needs to be enabled in the job requisition template
- B. The email trigger needs to be enabled in the admin center
- C. The permission needs to be granted in the candidate application template
- D. An email template needs to be assigned to the email trigger

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 16

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

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

D. The J role has write permissions for these fields

Answer: A ([LEAVE A REPLY](#))

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NEW QUESTION: 17

When building the sm-mapping between Employee Profile and Candidate Profile to which data model does the second field-id refer to? Choose one:

A. CPT data model

B. CDM data model

C. JRDM data model

D. Succession data model

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 18

Where are status groups created? Choose one:

A. In the JRDM template

B. In the CDM template

C. In Provisioning

D. In the Admin Center

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 19

Which of the characteristics apply to pre-screening questions? There are 2 correct answers to this question.

A. Can vary by requisition

B. Are in the CDM template

C. Cascading questions are supported

D. Can vary by internal and external candidates

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 20

Where do you grant a user access to Recruiting E-mail templates? Choose one:

- A. In Admin Center--> Manage Recruiting Settings
- B. In Provisioning--> Manage Recruiting
- C. In provisioning--> Company Settings
- D. In Admin Center--> Manage Permission Roles

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 21

What are the options for job board availability?

- A. Preselected
- B. Recommended
- C. Optional
- D. Default

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 22

What are the fields in the listing section within the JRDM template used for? There are 2 correct answers to this question.

- A. To define the fields that are available in the approval section of the job requisition form.
- B. To define fields that can be used as tokens within job headers and footers.
- C. To define the approvers on the Offer Approval Template associated with the job requisition.
- D. To define the fields that can be used as tokens within the job description.

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 23

What Question attributes can be loaded when a Question library is imported? There are 2 correct answers to this question.

- A. Refid
- B. Locale
- C. field-permission
- D. Guid

Answer: B,D ([LEAVE A REPLY](#))

NEW QUESTION: 24

You are using Interview Central. Where do you grant permissions to set up interviews? Choose one:

- A. In the Admin Center
- B. In the CDM template
- C. In the CPT template
- D. In the JRDM template

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 25

When using Interview Central, what is the Hiring Manager Note used for? Choose one:

- A. To save notes about the interviewee
- B. To inform the recruiter about the hiring managers decision
- C. To give instructions to the interviewers
- D. To invite the hiring manager to the interview

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 26

Which of the following are examples of Recruiting Reports: There are 2 correct answers to this question.

- A. Requisition Reports
- B. STEM Reports
- C. Recruiting Tab
- D. None of them are Recruiting Reports

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 27

Where are operator roles used?

There are 2 correct answers to this question

- A. In application XML field-permissions
- B. In application XML mobile fields
- C. In requisition Route Maps
- D. In requisition XML mobile fields

Answer: A,C ([LEAVE A REPLY](#))

NEW QUESTION: 28

Offer letters can be extended to candidates in the following formats: Choose one:

- A. All of the above
- B. Sent to Candidate's SF account in form of Online Offer
- C. Printed and faxed or sent by post
- D. Sent with email as PDF attachment

Answer: A ([LEAVE A REPLY](#))

NEW QUESTION: 29

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

- A. In admin Center-> Manage Recruiting Settings
- B. In admin Center--> Email Template Notification Settings
- C. In admin Center-> Manage Recruiting Email Template

D. In admin Center-> Manage Offer Letter Templates

Answer: B (LEAVE A REPLY)

NEW QUESTION: 30

Which CDM override elements do you use to display specific fields on an application?

There are 2 correct answers to this question.

- A. Country of the job
- B. Country of the job posting
- C. Background element feature
- D. Applicant type

Answer: A,D (LEAVE A REPLY)

NEW QUESTION: 31

Where do you set up and define permissions for the Hiring Manager note field? Choose one:

- A. In the JRDM template
- B. In the CPT template
- C. In the CDM template
- D. In the Offer Details template

Answer: A (LEAVE A REPLY)

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NEW QUESTION: 32

What needs to be set up to configure e-mail triggers? There are 2 correct answers to this question.

- A. The e-mail trigger needs to be enabled in the Admin Center
- B. The e-mail trigger needs to be enabled in the JRDM template
- C. An e-mail template needs to be assigned to the e-mail trigger
- D. The J permissions needs to be granted in the CDM template

Answer: A,C (LEAVE A REPLY)

NEW QUESTION: 33

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. A Permission Role (using RBP) for Finance department.
- B. Finance department Team
- C. Finance department Group
- D. Another step in the Route Map using the Finance role.

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 34

If your applicant statuses do not display in the talent pipeline, which of the following could be the issue? Please choose the correct answer.

- A. The Applicant Status Set is not configured properly.
- B. No email notification is enabled in that status set.
- C. The requisition questions are not completed.
- D. The status set is not attached to a recruiting trigger.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 35

Why are pre-screening questions used? Choose one:

- A. To rank candidates after their interview.
- B. To request feedback from hiring managers.
- C. To create a shortlist by requesting first feedback from recruiters.
- D. To disqualify less qualified candidates.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 36

The maximum number of offer letter templates in the instance is: Choose one:

- A. 3
- B. 10
- C. 5
- D. No limit on number of offer letter templates

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 37

You want to trigger e-mails that are triggered by candidate status. Where do you set up these email templates? Choose one:

- A. In the E-mail notification template settings
- B. In the Manage Offer Letter Templates
- C. In the Manage Recruiting E-mail Templates
- D. In the Manage Recruiting Settings

Answer: C ([LEAVE A REPLY](#))

NEW QUESTION: 38

Which templates can be linked to the Offer Details template? There are 2 correct answers to this question.

- A. JRDM template
- B. Succession Template
- C. CPT template
- D. CDM template

Answer: [\(SHOW ANSWER\)](#)

NEW QUESTION: 39

You are logged in to the agency portal as an agent. What actions can you perform when you have a suitable candidate for a job listing?

There are 2 correct answers to this question

- A. You can submit your agency details
- B. You can submit an existing candidate
- C. You can submit a new candidate
- D. You can submit a candidate to the interview status

Answer: [B,C \(LEAVE A REPLY\)](#)

NEW QUESTION: 40

Who can configure Custom Help Text? Please choose the correct answer.

- A. Administrators
- B. Candidates
- C. Recruiters
- D. Hiring Managers

Answer: [\(SHOW ANSWER\)](#)

NEW QUESTION: 41

Potential duplicate candidates are flagged based on the following criteria: Choose one:

- A. City
- B. Last Name
- C. All of the above
- D. First Name

Answer: [C \(LEAVE A REPLY\)](#)

NEW QUESTION: 42

What is the purpose of configuring a Recruiting team? Choose one:

- A. Define the job requisition approval process
- B. Allow anyone on the team to support a primary operator
- C. All of the above

D. Narrow down the people pool for specific role, e.g. Hiring Manager

Answer: B ([LEAVE A REPLY](#))

NEW QUESTION: 43

You have created an email template to be sent out when candidate applies to an open position. Where would you associate that template? Choose one:

A. Admin Center > E-mail Notifications

B. This is not possible; you will have to set up an Ad-Hoc email for this purpose

C. In the Job Requisition

D. Admin Center > Edit Applicant Status Configuration

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 44

What information is required when you add a new agency user to an agency in the Admin Center? There are 2 correct answers to this question.

A. Ownership requirements for the user

B. First and last name of the user

C. Agency agreement text for the user

D. Unique e-mail address for the user

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 45

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.

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 46

Which elements are required to set up offer letters? There are 2 correct answers to this question.

A. Tokens used in the offer letters

B. Field permissions

C. The language of the offer letters

D. Approval route map

Answer: A,C ([LEAVE A REPLY](#))

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NEW QUESTION: 47

You have created an email template to be sent out when a candidate completes an application. Where do you associate the email template to trigger in response?

Choose one:

- A. Admin Center > E-mail Notifications
- B. In the Job Requisition
- C. Admin Center > Edit Applicant Status Configuration
- D. This is not possible; you will have to set up an Ad-Hoc email for this purpose

Answer: C (LEAVE A REPLY)

NEW QUESTION: 48

Which statuses can have a picklist in the picklist file? There are 3 correct answers to this question.

- A. INACTIVE
- B. ACTIVE
- C. DELETED
- D. NONE
- E. OBSOLETE

Answer: (SHOW ANSWER)

NEW QUESTION: 49

You want to send a candidate an adhoc e-mail but you cannot find the e-mail template you have configured. What could be the cause of this problem?

There are 2 correct answers to this question.

- A. The selected language is not correct
- B. The e-mail is not enabled
- C. The email is not linked to the correct e-mail notification template
- D. The email is not assigned to the correct e-mail trigger

Answer: B,D (LEAVE A REPLY)

NEW QUESTION: 50

Where do you set up the values that will be present for the derived country field that triggers country specific information in the application?

Please choose the correct answer.

- A. In back end of the system.
- B. Configure Standardization Mapping
- C. Picklist Management
- D. Job Board Options

Answer: D ([LEAVE A REPLY](#))

NEW QUESTION: 51

What are the best practices to edit the Candidate Profile Template (CPT)? There are 2 correct answers to this question.

- A. Edit the CPT after saving a copy of the old CPT.
- B. Edit the CPT in Provisioning -> Edit Candidate Privacy options.
- C. Edit the CPT in the Admin Center - > Manage Recruiting settings.
- D. Edit the CPT template with an XML editor.

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 52

Which SMS messages are tracked on the correspondence portlet within the candidate summary page? There are 2 correct answers to this question.

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

Answer: B,C ([LEAVE A REPLY](#))

NEW QUESTION: 53

Which of the following are part of the Candidate Profile Template (CPT)? There are 3 correct answers to this question.

- A. Meta Section
- B. Button Permissions
- C. Override section
- D. Permissions
- E. Background elements

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 54

If a pre-screening Question is marked as a scored question, which of the following criteria should be defined (please follow best practice):

There are 2 correct answers to this question.

- A. Weight should be assigned to the question
- B. Question should be marked as required

- C. None of the above
- D. Question should be marked as disqualifying

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 55

Which color is used for the business card of agency candidates displayed in Recruiting?

Choose one:

- A. Blue
- B. Yellow
- C. Green
- D. Pink

Answer: ([SHOW ANSWER](#))

NEW QUESTION: 56

You have updated a standard field label in the JRDM template. However this change was NOT reflected in the job requisition instance. What caused this problem? Choose one:

- A. The label was not updated in the associated CDM template
- B. The ID in the JRDM template permission section was not updated
- C. The label was not updated in Provisioning
- D. The label was updated in the incorrect JRDM template

Answer: ([SHOW ANSWER](#))

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