

## SAP.C\_THR83\_2105.v2022-09-16.q56

<b>Exam Code:</b>	C_THR83_2105
<b>Exam Name:</b>	SAP Certified Application Associate - SAP SuccessFactors Recruiting: Recruiter Experience 3H/2021
<b>Certification Provider:</b>	SAP
<b>Free Question Number:</b>	56
<b>Version:</b>	v2022-09-16
<b># of views:</b>	1770
<b># of Questions views:</b>	560
<a href="https://www.freeqas.com/qa/SAP/C_THR83_2105/SAP.C_THR83_2105.v2022-09-16.q56.html">https://www.freeqas.com/qa/SAP/C_THR83_2105/SAP.C_THR83_2105.v2022-09-16.q56.html</a>	

### NEW QUESTION: 1

How many candidate profile templates can you configure in an instance? Choose one:

- A. One for each JRDM template
- B. One for internal candidates and one for each external career site
- C. One for all candidates
- D. One for Internal Candidates and one for external candidates

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

### NEW QUESTION: 2

If you want to create and send a contract to your candidate which type of feature permissions do you enable?

- A. Onboarding letters
- B. Offer Approvals
- C. Application historical results
- D. Offer Letters

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

### NEW QUESTION: 3

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

- A. They are treated as all other candidates by the system
- B. They have the status Auto Disqualified and show on the candidate summary page in a pink row.
- C. They have status Forwarded and show on the candidate summary page in a pink row
- D. They have status New and show on the candidate summary page in a pink row.

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

**NEW QUESTION: 4**

After the agency posting field is added and permissioned in the requisition through manage templates, what other steps must be configured to utilize the agency portal?

- A. Configure Standardization Mapping.
- B. Set up the Agency Access in Admin Center.
- C. Post a requisition to the specific agency.
- D. Modify Form Template Settings.

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

**NEW QUESTION: 5**

You want to create an email template for the Offer Letter. Where is this template created?

- A. Recruiting Email Triggers
- B. Manage Offer Letter Templates
- C. Manage Recruiting Email Templates
- D. E-mail Notifications

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

**NEW QUESTION: 6**

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

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

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

**NEW QUESTION: 7**

How can e-mail notification templates be created to satisfy a customer's requirements? There are 2 correct answers to this question.

- A. Copy an existing e-mail template in Provisioning.
- B. Upload new e-mail templates in Provisioning.
- C. Create new e-mail templates in the Admin Center.
- D. Adjust the available standard templates in the Admin Center.

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

**NEW QUESTION: 8**

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. JRDM data model

- B. Succession data model
- C. CPT data model
- D. CDM data model

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

#### **NEW QUESTION: 9**

Which background sections are usually synchronized between the candidate profile and the Employee profile? There are 2 correct answers to this question.

- A. Professional membership
- B. Available start date
- C. Language Skills
- D. Expected Salary

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

#### **NEW QUESTION: 10**

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

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

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

#### **NEW QUESTION: 11**

What happens if you set the CDM attribute anonymize to "true"? Choose one:

- A. The field is hidden unless an override is set.
- B. The field content is covered by \*\*\*
- C. The field content is displayed only to the hiring manager and the recruiter
- D. The field is considered for purging of personally Identifying data

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

#### **NEW QUESTION: 12**

What field-permissions do you configure on the candidate profile template? Choose one:

- A. Read and Write for candidates only
- B. None, read and write for dynamic groups only
- C. None, read and write for candidates and dynamic groups
- D. Read and write permissions for candidates and dynamic groups

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

#### **NEW QUESTION: 13**

Why are pre-screening questions used? Choose one:

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

**Answer: B (LEAVE A REPLY)**

#### **NEW QUESTION: 14**

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

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

**Answer: (SHOW ANSWER)**

#### **NEW QUESTION: 15**

Which of the following Recruiting Roles represent the Job Requisition Recruiter? Choose one:

- A. R
- B. None of the above
- C. S
- D. G

**Answer: A (LEAVE A REPLY)**

#### **NEW QUESTION: 16**

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. Sent with email as PDF attachment
- D. Printed and faxed or sent by post

**Answer: (SHOW ANSWER)**

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#### **NEW QUESTION: 17**

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

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

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

**NEW QUESTION: 18**

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

- A. Closed
- B. Pre-Approved
- C. Approved
- D. Re-Opened

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

**NEW QUESTION: 19**

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

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

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

**NEW QUESTION: 20**

If a step in the job requisition route map is set up as iterative, it means that the form is: Choose one:

- A. Assigned to a single role or user
- B. None of the above
- C. Simultaneous edit and viewing by 2 or more people
- D. Looping between 2 or more people

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

**NEW QUESTION: 21**

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

- A. Offer Details
- B. Job Requisition
- C. Candidate Application

D. Candidate Profile

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

**NEW QUESTION: 22**

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

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

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

**NEW QUESTION: 23**

What happens if the Candidate Profile background element is mapped to the Employee Profile background element?

There are 2 correct answers to this question.

- A. The background sections display in the candidate profile in exactly the same order they are configured in '-' the Employee Profile
- B. Only external work experience data is pre-populated to the candidate profile
- C. The employee data is pre-populated to the candidate profile
- D. The candidate profile data is populated to the employee profile.

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

**NEW QUESTION: 24**

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

Choose one:

- A. Enable role-based permissions (RBP) for candidates
- B. Enable candidate privacy in Provisioning
- C. Enable DocuSign integration for eSignatures
- D. Enable the token in e-mail communications to direct a candidate to the careers portal

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

**NEW QUESTION: 25**

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

- A. Narrow down the people pool for specific role, e.g. Hiring Manager
- B. All of the above
- C. Define the job requisition approval process
- D. Allow anyone on the team to support a primary operator

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

**NEW QUESTION: 26**

Which CDM override elements do you use to display specific fields on an application? There are 2 correct answers to this question.

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

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

**NEW QUESTION: 27**

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

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

**NEW QUESTION: 28**

What are mobile fields used for? Choose one:

- A. To define which fields are available on a mobile device for the requisition approval
- B. To add tokens to the offer letter
- C. To define which fields can be searched by the candidates on their mobile device
- D. To trigger SMS notifications to the candidates

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

**NEW QUESTION: 29**

What happens if the V role has a higher permission than the permission assigned to the individual role of a user on a requisition? Choose one:

- A. The role assigned to the user is relevant
- B. The V permissions are only pulled if the user is authorized to use it.
- C. The user can see the relevant fields in reporting
- D. The V permission rights are granted to the user

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

**NEW QUESTION: 30**

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

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

D. To save notes about the interviewee

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

#### **NEW QUESTION: 31**

Where are background elements mapped to synchronize the data between people profile and candidate profile?

Please choose the correct answer.

- A. in the succession data model
- B. in the candidate profile template
- C. in the job requisition template
- D. in the application template

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

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#### **NEW QUESTION: 32**

The following data should be stored within the Candidate Application: There are 2 correct answers to this question.

- A. Candidate Contact details
- B. Candidate's education
- C. Expected salary
- D. Available start date

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

#### **NEW QUESTION: 33**

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

Choose one:

- A. Admin Center > Edit Applicant Status Configuration
- 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 > E-mail Notifications

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

**NEW QUESTION: 34**

How can competencies be added to the job requisition? Choose one:

- A. Competencies are not added to the job requisition at all
- B. Competencies can be defined only in back-end of the system
- C. Only from Question library
- D. Only by selecting the competency from the competency library

**Answer: D (LEAVE A REPLY)**

**NEW QUESTION: 35**

Where are the statuses in the talent pipeline modified in Admin Center?

- A. Edit Applicant Status Configuration
- B. Manage Recruiting Settings
- C. Manage Recruiting Sites
- D. Manage Recruiting Sites

**Answer: A (LEAVE A REPLY)**

**NEW QUESTION: 36**

Which of the following actions are possible in interview central? There are 2 correct answers to this question.

- A. Candidates can be invited to an interview
- B. Candidates can be rated on competencies
- C. Candidates can be moved to another status
- D. Candidates can be ranked according to their ratings

**Answer: B,D (LEAVE A REPLY)**

**NEW QUESTION: 37**

You want a custom field from the job requisition to be available as a token for Recruiting E-mails. How do you do this?

There are 2 correct answers to this question.

- A. Add the field ID as a reportable field in order to use it as a token.
- B. Add the field ID to the Manage Recruiting E-mail section in the Admin Center
- C. Add the field ID to the manage recruiting section in Provisioning-->Configure custom token settings
- D. Add the field ID to the Job Req section in Provisioning--> Configure custom tokens and synchronize the existing data

**Answer: (SHOW ANSWER)**

**NEW QUESTION: 38**

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

- A. 3
- B. 5

C. 10

D. No limit on number of offer letter templates

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

**NEW QUESTION: 39**

You need to allow candidates to search for jobs in a specific country. What do you need to do?

Choose one:

A. Configure the standard country field as a reportable field

B. Configure a filter field and make it a custom token

C. Configure a filter field and add it to the Internal and External Applicant search settings

D. Configure the standard country field and add it to the Internal and External Applicant search settings

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

**NEW QUESTION: 40**

What is the consequence when the anonymize attribute is set to true in the field definition?

Choose one:

A. Field will be displayed only to external candidate

B. Field will be considered personally identifying data and should be purged

C. Field will be displayed only to internal candidate

D. Field will be available only to Recruiter

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

**NEW QUESTION: 41**

In order to rate a candidate in Interview Central, which of the following items need to be defined? Choose one:

A. Pre-Screening Questions on Job Requisition

B. Questions on Candidate Application

C. Header and Footer on Job Requisition

D. Competencies on Job Requisition

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

**NEW QUESTION: 42**

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

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

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

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

D. The field will NOT be available in reporting

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

**NEW QUESTION: 43**

Which status is a candidate sent to when they are added to an open requisition by an agency?

Choose one:

- A. The Agency may determine which status the candidate is sent to.
- B. A status must be first created and enabled in Admin Center > Edit Applicant Status Configuration

- C. Forwarded - Default status
- D. New Applicant - Default status

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

#### **NEW QUESTION: 44**

The first step in enabling agency access is done in which of the following areas? Choose one:

- A. In the back-end of the system
- B. Recruiting Tab
- C. Requisition Posting Details
- D. Admin Center

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

#### **NEW QUESTION: 45**

Which of the following steps are necessary to configure headers and footers? Please choose the correct answer.

- A. All of the above
- B. Define field permissions in Manage Templates.
- C. Define header and footer text in admin center.
- D. Define fields in Manage Templates.

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

#### **NEW QUESTION: 46**

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

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

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

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**NEW QUESTION: 47**

For which of the Recruiting modules can you create custom help text? There are 3 correct answers to this question.

- A. Offer detail
- B. Interview Central
- C. Offer approval
- D. Requisition
- E. Application (Candidate view and Recruiter view)

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

**NEW QUESTION: 48**

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

- A. In admin Center-> Manage Recruiting Email Template
- B. In admin Center--> Email Template Notification Settings
- C. In admin Center-> Manage Offer Letter Templates
- D. In admin Center-> Manage Recruiting Settings

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

**NEW QUESTION: 49**

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

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

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

**NEW QUESTION: 50**

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

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

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

**NEW QUESTION: 51**

Interview scheduling and outlook integration is enabled. How are available time slots for an interview created in the system?

Please choose the correct answer.

- A. Entered by the interviewer into Interview Scheduling
- B. Entered by the interviewer into Interview central
- C. Populated from the outlook calendar of the interviewer
- D. Populated from the Career Portal of the Interviewer

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

#### **NEW QUESTION: 52**

Which of the following steps are required to implement a new CDM template for an existing JRDM template? There are 2 correct answers to this question.

- A. Connect the templates in Admin Center Form Template Settings
- B. Update the <application-status-set> in the JRDM template
- C. Configure a new CDM template with a new <template-name>
- D. Update the <application-template-name> in the JRDM template

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

#### **NEW QUESTION: 53**

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

- A. Can vary by internal and external candidates
- B. Cascading questions are supported
- C. Are in the CDM template
- D. Can vary by requisition

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

#### **NEW QUESTION: 54**

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

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

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

#### **NEW QUESTION: 55**

Recruiting YouCalc is which of the following: Choose one:

- A. Older legacy functionality dating to the days before robust Ad Hoc Reporting capability was added to the suite.
- B. Advanced in-system reporting tool comparing to Ad Hoc Reports.
- C. Open source, third-party tool, that can be plugged into SuccessFactors Ad Hoc reporting
- D. Widget that appears on the top of the requisition tab

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

**NEW QUESTION: 56**

Which information must be defined within the feature permissions in the JRDM template? There are 3 correct answers to this question

- A. Type of feature permission
- B. Application status set
- C. Candidate Status
- D. Recruiting role
- E. Rating Scale

**Answer: A,C,D (LEAVE A REPLY)**

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