Vendor:SAP

Exam Code:C_THR83_2211

Exam Name:SAP Certified Application Associate - SAP SuccessFactors Recruiting: Recruiter Experience 1H/2022

Version: Demo

QUESTION 1

What are operator roles used? 2 ans:

A. In requisition route maps

B. In candidate profile template field-permissions

C. In candidate application template field-permission

D. In Job requisition template mobile-fields

Correct Answer: AC

QUESTION 2

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

A. In the candidate profile template

B. In the Application template

C. In the Job requisition Template

D. In the Succession Data Model

Correct Answer: A

QUESTION 3

A recruiter CANNOT see the status "Phone Screening" Which of the following could be the cause of this problem? 2 correct ans

A. The status "Phone screening" is NOT enabled in the Job Requisition template

B. The status "Phone screening" is set as Hidden in the Application Template

C. The status "Phone screening" is not set as visible by the recruiter

D. The status "Phone screening" is not enabled in the talent pipeline

Correct Answer: CD

QUESTION 4

A User wants to start a recruiting posting job posting. What must occur before the posting process can begin? 3 ans:

A. The position must be posted to the external career site

B. A job board configuration must be validated for the job board

C. The manage recruiting posting permission must be activated

D. At least one posting profile must be assigned to the recruiting user

E. The recruiting user must be assigned to one recruiting posting group

Correct Answer: BCE

QUESTION 5

If a recruiter forwards a candidate\'s application(using the forward application action) which of the following information can be accessed from the candidate initial application? Note; there are 3 correct ans

A. Previous application score

B. Previous interview results

C. Previous application template name

D. Previous background check results

E. Answers to pre-screening questions

Correct Answer: ABD

QUESTION 6

Which of the following fields would you map between the candidate profile and the people profile. 2 ans:

A. Professional membership

B. Available start date

C. Expected salary

D. Language skills

Correct Answer: AD

QUESTION 7

If you want to create and send an offer to your candidate, which of the FF feature permissions do you enable? 2 ans

A. Interview assessments

B. Offer approval

C. Offer letter

D. Background check

Correct Answer: BC

QUESTION 8

What is the field id that you must add tot the job requisition template to fully enable the employee referral feature?

A. Id="erpAmount"

B. Id="amount"

C. Id="referral"

D. Id="employeereferral"

Correct Answer: A

QUESTION 9

Which fields types in the requisition template designate the dropdown values

A. Text

B. Derived

C. Picklist

D. Enum

Correct Answer: BC

QUESTION 10

Some templates are predefined for Recruiting

When creating multi-stage application permission blocks, which of the following must be defines in the permission?

A. Operators

B. Status label

C. Permission type(read or write)

D. Applicant type

Correct Answer: CD

QUESTION 11

Which of the following attribute can be used when defining fields on the Application XML? 3 correct ans

A. Sensitive

B. Public

C. Anonymize

D. Visibility

E. Data-files

Correct Answer: BDE

QUESTION 12

A customer would like their recruiters to be able to access different fields on the candidate\\'s application during the different statuses of the talent pipeline. Which of the FF feature allows this option?

A. Single-stage application

B. Multi stage application

C. Configure multiple job requisition templates

D. Late-stage application

Correct Answer: B