C_THR83_2105^Q&As

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

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QUESTION 1

When multistage application is enabled in the instance, where are permissions to read or edit most of the candidate application fields defined? Choose one:

A. Job Requisition Template

B. Candidate Profile Template

C. Manage Recruiting Settings

D. Job Application Template

Correct Answer: A

QUESTION 2

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 3

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 to the Job Req section in Provisioning--> Configure custom tokens and synchronize the existing data

B. Add the field ID as a reportable field in order to use it as a token.

C. Add the field ID to the Manage Recruiting E-mail section in the Admin Center

D. Add the field ID to the manage recruiting section in Provisioning-->Configure custom token settings

Correct Answer: CD

QUESTION 4

You want to link a field in the job requisition, where the job requisition template name is "Simple Job Requisition", to a field in the offer template. What attribute do you use?

A. template-type="job-req"

B. template-type= "job-requisition"

C. template-type="job-JRDM"

D. template-type= \\\'simple job requisition"

Correct Answer: A

QUESTION 5

What is recommended when configuring templates in the Recruiting module? Choose one:

A. Validate your XML code against the DTD

B. Request indexing for the JRDM XML code

C. Start your XML code permissions with the ?none? permission

D. Create all microsites for internal career sites before the JRDM XML is created

Correct Answer: A

QUESTION 6

Which type of JRDM attribute do you use to create a true/false option? Choose one:

A. bool

B. text

C. derived

D. enum

Correct Answer: A

QUESTION 7

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 8

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

A. Any user with permissions defined in the candidate profile template

B. All users without additional permissions assigned

C. Any user with the appropriate role-based permissions

D. Any user with permissions defined in the JRDM

Correct Answer: C

QUESTION 9

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

A. INACTIVE

B. NONE

C. DELETED

D. ACTIVE

E. OBSOLETED

Correct Answer: CDE

QUESTION 10

Where are the permissions to create status groups defined? Choose one:

A. In the permission section of the JRDM template

B. In the Manage Permissions Roles in the Admin Center

C. In Provisioning--> Company Settings

D. In the override section of the CDM template

Correct Answer: C

QUESTION 11

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 invite the hiring manager to the interview

C. To save notes about the interviewee

D. To give instructions to the interviewers

Correct Answer: A

QUESTION 12

Which of the following buttons are assigned permissions in the CDM template? There are 2 correct answers to this question.

A. Forward

B. E-mail

C. Reopen

D. Resume

Correct Answer: AC

QUESTION 13

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. Forwarded - Default status

C. A status must be first created and enabled in Admin Center > Edit Applicant Status Configuration

D. New Applicant - Default status

Correct Answer: B

QUESTION 14

What does SAP recommend you use pre-screening questions for? There are 2 correct answers to this question.

A. To determine gender

B. To determine ability and willingness to travel

C. To determine eligibility for employment

D. To determine level of motivation

Correct Answer: BC

QUESTION 15

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

A. Only job requisition Originator

B. All roles that have appropriate permissions

C. Only job requisition recruiter

D. Only job requisition hiring manager

Correct Answer: B

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