C_THR83_2211^{Q&As}

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

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QUESTION 1

Previous background check results

Which of the following standards objects CANNOT be configured in the job requisition template?

A. Location

B. Offer Type

C. Position

D. Division

Correct Answer: B

QUESTION 2

You have configured a custom field in the job requisition template and would like to use the customer field as a token in the job description and in the recruiting email template, How do you do this? Note: There are 2 correct ans.

A. Configure the field as token in provisioning> configure custom token settings.

B. Configure the field as a reportable field within provisioning > configure reportable field

C. Ensure the field is configured as a public field in the job requisition form

D. Add the field in the job requisition> Listing layout fields

Correct Answer: AC

QUESTION 3

What triggers the country-specific overrides on an application template?

A. The country of the candidate captured in the candidate profile template

B. The country of the candidate captured in the application template

C. The country/region field used for candidate search filters in the job requisition template

D. The derived country field in the job requisition template

Correct Answer: D

QUESTION 4

Which action are available from manage jobs after a job is posted with recruiting posting? Note: There are 2 correct ans:

A. Post the job additional job boards

B. Remove a contract with a posting job board

C. Repost the job automatically after expiration date

D. Remove the posting from all posting job boards

Correct Answer: CD

QUESTION 5

You need to set up a route map step where the hiring manager reviews a job requisition during the creation process. This hiring manager does NOT necessarily need to be the person who creates the form. What needs to be configured in the first step of the route map? 2 ans:

A. The originator role needs to be added to the modify step

B. The modify step should be configured as an iterative or collaborative step depending on the requirements of the customer

C. The modify step needs to be configured as a single role type

D. The Hiring manager (G) needs to be added to the modify step

Correct Answer: AD

QUESTION 6

Where are the values located for the fields of "country" and "stateProvince" when the field type is derived?

A. Set up job board options

B. Manage recruiting settings

C. Manage recruiting triggers

D. Picklist Center

Correct Answer: A

QUESTION 7

What could cause an automated e-mail notification to be triggered? Note:There are 2 correct ans.

A. A Change in an applicant status

B. A change in a candidate Password

C. A change in the label of a status

D. A Change in the setup of a pre screening question

Correct Answer: BC

QUESTION 8

Which of the following statements apply to a pre-screening questions?

A. Pre screening question can be set to be a disqualifier questions

B. Pre screening questions can vary by job requisition

C. Pre Screening questions are added directly to the application XML

D. Pre screening questions can be designated to only appear internally or externally

Correct Answer: AB

QUESTION 9

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

A. Enable DocuSign integration for eSignature

B. Enable role-based permissions (RBP) for candidates

C. Enable candidate privacy in Provisioning

D. Enable an email template that has the online offer token, directing candidates to the career portal

Correct Answer: D

QUESTION 10

Who can edit an existing recruiting group?

A. All members of the recruiting group

B. The original creator of the recruiting group

C. All users with appropriate administrative permissions

D. All members of the recruiting group

Correct Answer: C

QUESTION 11

In admin center, where would you configure the e- mail template that is associated with the requisition route map?

A. E-mail template notification settings

B. Manage recruiting groups

C. Manage offer letter template

D. Manage Recruiting settings

Correct Answer: A

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

QUESTION 13

Who can configure the approval workflow for the offer? Note: There are 2 correct ans.

A. Users with permissions to manage offer letter templates in the admin center

B. System admins with permission to "manage route maps" in the admin center

C. Operators with permissions to launch the offer approval in the respective applicant status if the approval workflow is configured as editable

D. Users with permissions to configure the offer details template within manage recruiting template

Correct Answer: CD

QUESTION 14

What is the purpose of a job board credit?

A. To pay recruiting posting tot complete the job posting

B. To pay a customer by job board when a new job is posted to the job board

C. To pay a customer by recruiting posting when a new posting profile is created

D. To pay a job board to complete job posting

Correct Answer: A

QUESTION 15

You have enabled interview scheduling. Where can a candidate manage all of their activities related to an interview?

A. In the candidate tab

B. In interview central

C. In The agency portal

D. In the career portal

Correct Answer: D

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