



C_THR83_2211^{Q&As}

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QUESTION 1

What is the purpose of a job board credit?

- A. To pay recruiting posting to 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 2

Where can you update current pre-screening question or assign pre-screening question to a requisition? 2 correct answers

- A. Job Requisition
- B. Candidate Profile
- C. Import Question Library
- D. Candidate Summary

Correct Answer: AC

QUESTION 3

What is the field id that you must add to 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 4

Where can you find a list of all job boards available through recruiting posting?

Note: There are 2 correct answers.

- A. Job board marketplace



- B. Job board catalogue on SAP Jams and communities
- C. My Job boards
- D. My school Job boards

Correct Answer: AD

QUESTION 5

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 6

When building the Sm-mapping between people profile and candidate profile, to which data model does the second field-id reference

- A. Candidate Profile Model
- B. Candidate Data model
- C. Job requisition template
- D. Succession Data model

Correct Answer: D

QUESTION 7

How do you defined permissions for job requisitions fields? 3 ans:

- A. Permission the J role for each field
- B. Define the permissions in the role based permissions section in the admin center
- C. Set the permissions to write or read for each field
- D. Add the operators for each permission block
- E. Assign a permission to a field for each status(pre approved, approved and closed)



Correct Answer: CDE

QUESTION 8

What token should be used to direct a candidate to an online offer?

- A. [[Carrer_SITE_URL]]
- B. [[LOGINJJRL]]
- C. [[Application_Page_URL]]
- D. [[Candidate_Offer_URL]]

Correct Answer: D

QUESTION 9

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

- A. Configure a filter field and add it to the internal and external search settings
- B. Configure the derived country field and add it as a filter on the internal and external search settings
- C. Configure the country field on the application template to allow candidates to search for jobs in their country
- D. Configure a background element and map it to the succession Data model

Correct Answer: A

QUESTION 10

What is the anonymize attribute intended for?

- A. To trigger the country override in the application
- B. To display candidate facing fields in the application
- C. To hide personal identifiable information
- D. To mark data as sensitive for read and change logging audits

Correct Answer: C

QUESTION 11

The (S) sourcer operator has a field permission taken away, but the V operator gives permission to that field. The (S) sourcer is an approver in the route map. What is the results.



- A. It depends on the order in which the permissions were configured
- B. The V permission is irrelevant in this situation
- C. The V permission overrides the taken away S Permission
- D. The V permission causes the S permission to only allow for reporting of the field in question

Correct Answer: C

QUESTION 12

What happens when a job board is marked as preselected?

- A. The job board is available for the posting but the job does NOT have to be posted to this job board
- B. The job board is available for the posting profile and the job must be posted to this job board.
- C. The job board is available for the posting profile and the job will be posted to this job board if NOT removed from the list during the posting process.

Correct Answer: C

QUESTION 13

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 14

Which of the following are components of the candidate profile template? 3 ans

- A. Sm-mapping configuration
- B. Background elements
- C. Button permissions
- D. Field definitions
- E. Field attribute overrides



Correct Answer: ABD

QUESTION 15

Which object type is recommended to be configured with the multi-selection attribute?

- A. Division Generic Object
- B. Department generic object
- C. NO objects can use the multi-select attribute
- D. Location foundation object

Correct Answer: D

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