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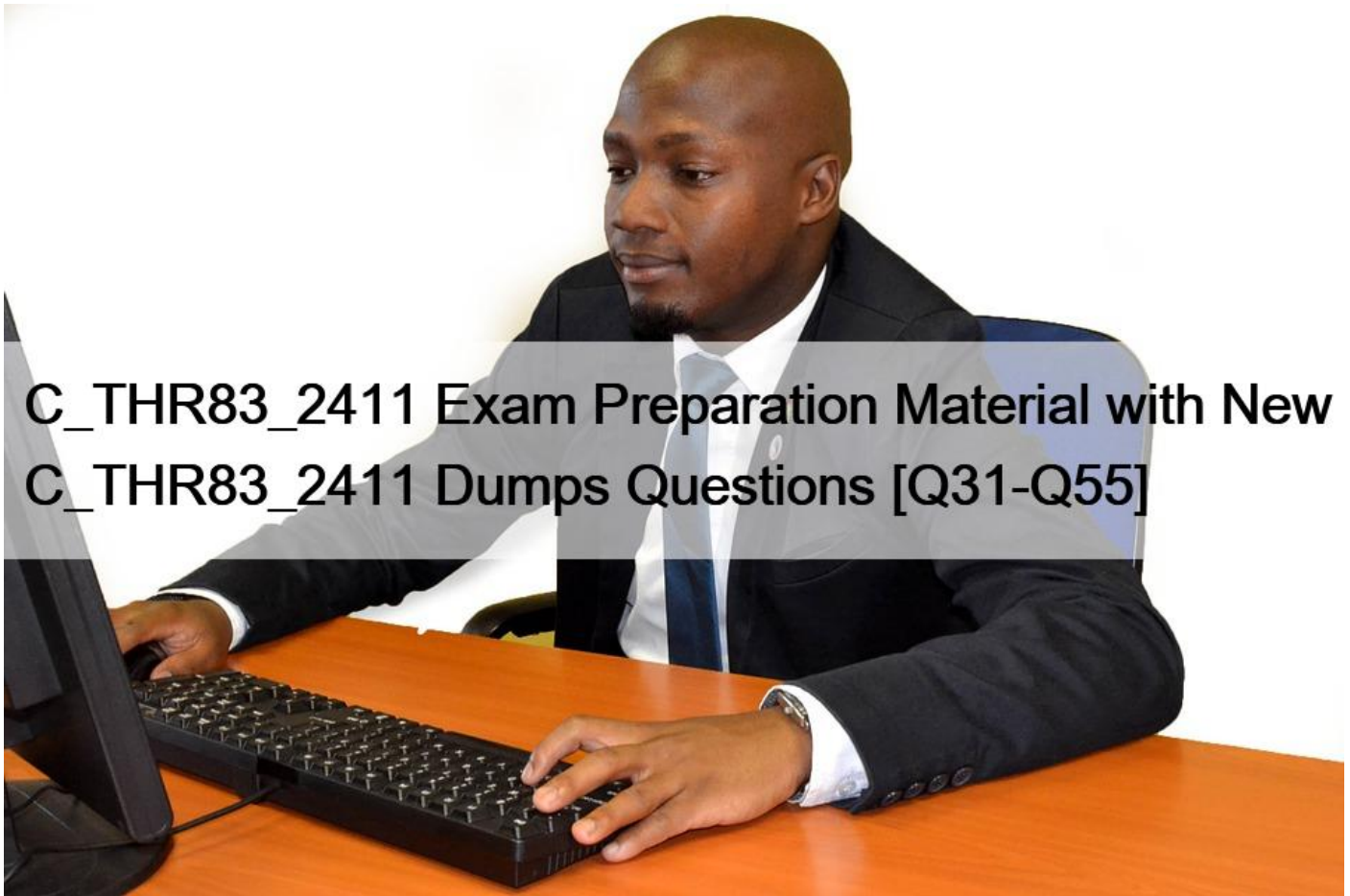

C_THR83_2411 Exam Preparation Material with New C_THR83_2411 Dumps Questions
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QUESTION 31

A Recruiter CANNOT see the status “Phone Screening”.

Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.
* The status “Phone Screening” is NOT enabled in the Talent Pipeline.
* The status “Phone Screening” is NOT enabled in the Job Requisition template.
* The status “Phone Screening” is set as “hidden” in the Application template.
* The status “Phone Screening” is NOT set as Visible by the Recruiter.
If a recruiter cannot see the “Phone Screening” status, it could be due to the following reasons:

* Status Not Enabled in the Talent Pipeline (Option A):The Talent Pipeline is configured to control the visibility and sequence of application statuses. If “Phone Screening” is not enabled in the Talent Pipeline, it will not appear in the recruiting workflow.

* Status Not Visible to the Recruiter (Option D):Visibility settings control who can view each status. If

“Phone Screening” is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.

* Steps to Check:

* Go to Admin Center > Edit Applicant Status Configuration and ensure that “Phone Screening” is enabled in the
pipeline and set as visible to the recruiter role.

QUESTION 32

Which of the following standard objects CANNOT be configured in the Job Requisition template?
* Position
* Location
* Division
* Offer
* Type

QUESTION 33

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this
question.
* Establish regular housekeeping tasks and procedures.
* Establish release management.
* Define roles and responsibilities as part of a process transformation office.
* Integrate clean core practices in the end-to-end value process chain.
* Establish an organizational structure technical foundation and transformation methodology for clean core.

QUESTION 34

If you want to create and send an offer to your candidate which of the following feature permissions do you enable? Note: There are
2 correct answers to this question.
* Offer Approval
* Background Check
* Offer Letter
* Interview Assessment
To create and send an offer to a candidate in SAP SuccessFactors Recruiting, the permissions for Offer Approval and Offer Letter
must be enabled. These permissions allow the recruiter to initiate the offer process, complete any required approvals, and generate
the offer letter for the candidate.

* Offer Approval (Option A):This permission enables the process of approving the offer, ensuring all necessary approvals are in
place before the offer is sent to the candidate.

* Offer Letter (Option C):This permission allows the recruiter to create and generate the offer letter document, which is then sent to
the candidate.

* Steps to Configure:

* Go to Admin Center > Manage Permission Roles.

* Assign the Offer Approval and Offer Letter permissions to the appropriate user roles.

QUESTION 35

How do you make custom fields reportable? Note: There are 2 correct answers to this question.
* Define the fields as reportable in the template.
* Add the fields in Provisioning and synchronize the data.
* Define the public=”true” attribute in the template.
* Define the fields in the template.

QUESTION 36

What token should be used to direct a candidate to an online offer?
* [[CANDIDATE_OFFER_URL]]
* [[LOGIN_URL]]
* [[APPLICATION_PAGE_URL]]
* [[CAREER_SITE_URL]]
The [[CANDIDATE_OFFER_URL]] token is used to direct a candidate to view their offer online in SAP SuccessFactors. When included in an email template, this token generates a link that directs the candidate to the online offer letter or offer acceptance page.

* Steps to Use:

* Insert the token [[CANDIDATE_OFFER_URL]] in the offer email template to ensure candidates can directly access their online offer.

QUESTION 37

You have updated a standard field label in the Job Requisition template. However this change was NOT reflected when creating a new job requisition. What must be configured? Note: There are 2 correct answers to this question.
* The field label must be updated in the permission section of the Job Requisition template.
* The field label must be updated in Custom Token Settings in Provisioning.
* The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.
* The field label must be updated in the Job Requisition template field definition.

QUESTION 38

Which of the following attributes can be used when defining fields on the Application XML? Note: There are

3 correct answers to this question.
* anonymize
* visibility
* sensitive
* public
* data-field

QUESTION 39

What field-permission do you configure on the Candidate Profile template?
* Read and write permissions for candidates and dynamic groups

* None read and write for candidates and dynamic groups
* None read and write for dynamic groups only
* Read and write for candidates only

QUESTION 40

Where are operator roles used? Note: There are 2 correct answers to this question.
* In requisition Route Maps
* In field-permissions
* In Job Requisition template mobile-fields
* In Candidate Application template field-permissions
In SAP SuccessFactors, recruiting groups are managed by users who hold the necessary administrative permissions. This ensures that individuals with relevant access can modify recruiting groups, which control user permissions for recruiting actions and processes.

* Administrative Permissions Requirement:

* Users with administrative permissions can access and edit existing recruiting groups, making adjustments to membership or permissions as necessary for recruiting functions.

QUESTION 41

You have configured a custom field in the Job Requisition template and would like to use the custom field as a token in the Job Description and in the Recruiting E-mail templates.

How do you do this? Note: There are 2 correct answers to this question.
* Configure the field as token in Provisioning > Configure Custom Token Settings.
* Add the field in the Job Requisition > Listing Layout Fields.
* Ensure the field is configured as a public field in the Job Requisition template.
* Configure the field as a reportable field within Provisioning > Configure Reportable Fields.
To use a custom field as a token in Job Descriptions and Recruiting Email templates, certain configurations in Provisioning are required to ensure the field is recognized by the system as a token and is reportable.

* Configure as a Token in Provisioning (Option A):

* Go to Provisioning > Configure Custom Token Settings.

* Add the custom field to be used as a token, enabling its availability in job descriptions and email templates.

* Set as Reportable Field in Provisioning (Option D):

* In Provisioning > Configure Reportable Fields, configure the field to ensure it is available in reports and other templates, including email and requisition templates.

* Testing and Verification:

* After configuration, test the token in a job description or email template to ensure it displays correctly.

QUESTION 42

What happens if you set the candidate application attribute sensitive to “true”?
* “Access or change this field” will be captured in the Read Audit Log.
* The field is considered for purging of personally identifying data.
* The field content is covered by ***
* The field is hidden unless an override is set.

Setting the candidate application attribute sensitive to “true” marks the field for consideration in data purging routines. This is part of data privacy features where personal data is purged according to data retention and privacy policies.

* Functionality and Effects:

* When a field is marked sensitive, it is included in data purging processes to remove PII from the system after certain retention periods.

* This aligns with data protection regulations by ensuring PII is only retained as necessary.

QUESTION 43

When building the sm-mapping between People Profile and Candidate Profile to which data model does the second field-id reference?
* Candidate Data Model
* Candidate Profile template
* Succession Data Model
* Job Requisition template

QUESTION 44

What is the effect of activating the Profile Before Application feature?
* A candidate needs to complete their profile before being able to search for a position.
* A candidate needs to complete their profile before being able to send an application.
* The registration via LinkedIn on career sites is now available.
* A candidate’s application can be admitted late to the selection process.

When the Profile Before Application feature is activated in SAP SuccessFactors Recruiting, candidates are required to complete their profile information before submitting a job application. This feature ensures that key candidate details are collected upfront, providing recruiters with a more complete candidate profile from the outset.

* Candidate Profile Completion Requirement:

* Candidates are prompted to fill out their profile details, such as work experience, education, and personal information, prior to applying for a position. This step must be completed before the application process can continue.

* Benefits of Profile Before Application:

* Ensures standardized candidate data for all applications.

* Saves time by reducing repetitive data entry for candidates applying for multiple positions.

QUESTION 45

Which of the following are characteristics of standard e-mail notification templates? Note: There are 2 correct answers to this question.

* Standard templates can be deleted in Provisioning.
* Some templates are shared with other modules.
* Some templates are predefined for Recruiting.
* All standard templates are enabled by default.

QUESTION 46

Which of the following location object data will populate into the job posting details when using the Map to Location Foundation Object field completion rule for Location in Recruiting Posting? Note: There are 3 correct answers to this question.
* State/Province
* Country/Region
* Postcode
* Language
* Location

QUESTION 47

Which of the following statements apply to pre-screening questions? Note: There are 2 correct answers to this question.
* Pre-screening questions can vary by job requisition.
* Pre-screening questions can be set to be disqualifier questions.
* Pre-screening questions are added directly to the Application XML.
* Pre-screening questions can be designated to only appear internally or externally and can vary by country.
Pre-screening questions offer flexibility to help recruiters screen candidates effectively:

* Vary by Job Requisition (Option A):Pre-screening questions can be tailored for each job requisition, allowing questions to align with specific job requirements.

* Set as Disqualifier Questions (Option B):Questions can be configured as disqualifiers, automatically filtering out candidates who do not meet certain criteria.

QUESTION 48

When using Interview Central what is the Hiring Manager Note used for?
* To save notes about the interviewee
* To invite the hiring manager to the interview
* To give instructions to the interviewers
* To inform the recruiter about the hiring manager’s decision

QUESTION 49

In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note:

There are 2 correct answers to this question.
* The Job Description library must be configured for each job family and role.
* Families and Roles are implemented and maintained with competencies mapped.
* The competencies field must be defined in the Job Requisition template.
* Job Profile Builder must be configured.

QUESTION 50

Who can configure the approval workflow for the offer? Note: There are 2 correct answers to this question.

* Operators with permission to launch the Offer Approval in the respective applicant status if the approval workflow is configured as editable
* Users with permissions to configure the Offer Details template within Manage Recruiting templates
* System admins with permission to “Manage Route maps” in the Admin Center
* Users with permissions to Manage Offer Letter Templates in the Admin Center

QUESTION 51

What permission must be assigned to a user so the user can post a job through Recruiting Posting?

* Recruiting Posting
* Manage Recruiting Posting
* OData API Job Requisition Export
* OData API Job Requisition Create

QUESTION 52

Which of the following attributes can be used when defining fields on the Application XML? Note: There are 3 correct answers to this question.

* anonymize
* visibility
* sensitive
* public
* data-field

QUESTION 53

Where are background elements mapped to synchronize the data between People Profile and the Candidate Profile?

* In the Job Requisition template
* In the Succession Data Model
* In the Candidate Profile template
* In the Application template

Background elements, which allow for the capture of information such as previous employment or education, are mapped within the Candidate Profile template. This mapping supports synchronization between the People Profile and Candidate Profile.

* Steps to Configure:

* In the Candidate Profile template, define the mapping for background elements that should sync with the People Profile.

* This mapping will ensure that relevant candidate information flows between the profiles seamlessly.

QUESTION 54

Where can you find a list of all job boards available through Recruiting Posting? Note: There are 2 correct answers to this question.

* My school job boards
* My job boards
* Job Board Market Place
* Job Board catalogue on SAP Jams and Communities

QUESTION 55

What is the purpose of a job board credit?

* To pay Recruiting Posting to complete the job posting
* To pay a customer by Recruiting Posting when a new Posting Profile is created
* To pay a job board to complete a job posting
* To pay a customer by job board when a new job is posted to the job board

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