

Exam Code: C_THR83_2405

Exam Name: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience



Exam A

QUESTION 1

What must you do to request access to a customers provisioning?

- A. Enable company settings in provisioning for the customer
- B. Have access to the customers signed contract
- C. Gain customer approval to access their instance.
- D. Assign the customer to your provisioning ID

Correct Answer: C

Section:

QUESTION 2

A customer would like a certain field to be displayed to all candidates, regardless the country of the job the candidate is applying for. For this to happen, which configuration is required?

- A. The Filed must be permissioned to the Candidate operator in the Application XML
- B. The field must be configured in the Candidate Profile
- C. The filed must be included in the filed attribute overrides
- D. The filed must be defined as public'true'

Correct Answer: C

Section:

QUESTION 3

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

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

Correct Answer: D

Section:

QUESTION 4

Which of the ff 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? 3 ans

- A. Country/region
- B. State/province
- C. Language
- D. Location
- E. Postcode



Correct Answer: A, D, E

Section:

QUESTION 5

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

Section:

QUESTION 6

You have granted a user with recruiting posting permission. When will this user have access to post a job using recruiting posting?

- A. After the next daily recruiting posting user synchronization
- B. When an OData refresh is performed in the system
- C. After the next hourly recruiting posting user synchronization
- D. Immediately

Correct Answer: D

Section:

QUESTION 7

You want to send a candidate and Ad-hoc email, but you CANNOT find the email template you have configured. What could be the cause of this problem? 2 ans:

- A. The email is not assigned to the correct e-mail trigger
- B. The selected language is NOT Correct
- C. The email is NOT linked to the correct email notification template
- D. The email is not enabled

Correct Answer: A, B

Section:

QUESTION 8

How Can cascading pre screening question be added into a customer's instance?

- A. Directly in the application XML
- B. Through the pre-screening questions import CSV File
- C. Recruiting users can create cascading questionings manually in their preference tab
- D. Manually in the question library

Correct Answer: B

Section:



QUESTION 9

How many application templates can be connected to one job requisition template

- A. 1
- B. 3
- C. 2
- D. 4

Correct Answer: A

Section:

QUESTION 10

How are an interviewers ratings of an applicant displayed to a recruiter?2 correct ans

- A. As an average rating for each competency
- B. As approved or declined
- C. As a percentage
- D. As thumbs up or down

Correct Answer: A, D

Section:

QUESTION 11

When defining feature-permission in the job requisition template, which information is required. Note: There are 3 correct

- A. Applicant Status Label
- B. Feature type
- C. Application Status Name
- D. Operator role
- E. Field ID

Correct Answer: B, D, E

Section:

QUESTION 12

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

Note: There are 2 correct ans.

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

Correct Answer: A, D

Section:

QUESTION 13

What happens to a candidate who fails a pre-screening disqualification question?

- A. The candidate is moved to the forward status for a final recruiter interview
- B. The candidate is prevented from completing the application if the answer is incorrect
- C. The candidate is placed in the auto-disqualification status when the application is completed
- D. The candidate is moved to the default status with a disqualification flag set

Correct Answer: C

Section:

QUESTION 14

Why does a user need to wait to use a job board after it has been added from the job board master place? 2 correct ans.

- A. Recruiting posting may need to activate the configuration
- B. Recruiting posting needs to synchronize
- C. The job board may need to activate the configuration
- D. Posting profiles need to be associated with a contract

Correct Answer: A, B

Section:

QUESTION 15

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

Section:

QUESTION 16

Which fields have a pull-down or 'find value' where the values are configured directly in the job requisition field definition?

- A. bool
- B. Enum
- C. Derived
- D. Instruction

Correct Answer: C

Section:

QUESTION 17

Which of the following feature permissions are configured in the job requisitions data mode? Note: There are 2 correct ans:

- A. Interview Assessment



- B. Mass offers
- C. Candidate workbench
- D. Candidate questions

Correct Answer: A, D

Section:

QUESTION 18

What is the purpose of the interview Guide field on the job requisition Template?

- A. To provide candidates with logistic information for an interview
- B. To allow interviewers to invite a candidate to join interview central in order
- C. To upload standard operating procedures for conducting an interview
- D. To allow the hiring manager to send a message to the interviewers

Correct Answer: C

Section:

QUESTION 19

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: A, C

Section:

QUESTION 20

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: A, B

Section:

QUESTION 21

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

Section:

QUESTION 22

How do you make Custom Fields reportable?

- A. Define the public='true' attribute in the template
- B. Add the fields in provisioning and synchronize the data
- C. Define the fields in the template

Correct Answer: B

Section:

QUESTION 23

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: A, C

Section:

QUESTION 24

Which of the following are characteristics of standard e-mail notification template? 2 correct ans

- A. Standard templated can be deleted in Provisioning
- B. Some templates are predefined for Recruiting
- C. All standard templated are enabled by default
- D. Some templated are shared with other modules

Correct Answer: B, D

Section:

QUESTION 25

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: C, D

Section:

QUESTION 26



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: A, D

Section:

QUESTION 27

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: B, C, E

Section:

QUESTION 28

In order to associate a job requisition to an approval workflow what must be done? 2 ans.



- A. Multiple route maps can be associated to one job requisition template
- B. The job requisition must be associated to the appropriate route map in form template settings
- C. A route map must be created and configured in admin center
- D. A business rule to trigger the approval workflow must be created in admin center > configure business rules.

Correct Answer: B, C

Section:

QUESTION 29

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

Section:

QUESTION 30

What needs to be configured to enable recruiting email triggers?

- A. The email trigger needs to be enabled in the job requisition template
- B. An email template needs to be assigned to the email trigger
- C. The J permission needs to be granted in the candidate application template
- D. The email triggers needs to be enabled in admin center

Correct Answer: B, D

Section:

QUESTION 31

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: A, B, D

Section:

QUESTION 32

How many Candidate Profile Template can you configure in an instance?

- A. One for internal Candidates and one for the external candidate
- B. One for each Job Requisition Template
- C. One for the internal candidates and one for each external career site
- D. One for all candidates

Correct Answer: D

Section:

QUESTION 33

What filed-permission do you configure on the candidate profile template?

- A. Read and write for candidate only
- B. None, read, and write for candidates and dynamic groups
- C. None, Reard, and write dynamic groups only
- D. Read and write permissions for candidate and dynamic groups

Correct Answer: B

Section:

QUESTION 34

Some templates are predefined for Recruiting

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



2 correct ans

- A. Operators
- B. Status label
- C. Permission type(read or write)
- D. Applicant type

Correct Answer: C, D

Section:

QUESTION 35

You want to trigger e-mail by candidate status Where is the trigger configured?

- A. In E-mail notification template settings
- B. In Mange recruiting e-mail template
- C. In recruiting E-mail Triggers
- D. In edit applicant status configuration

Correct Answer: D

Section:

QUESTION 36

In order for competencies to auto-populate in a job requisition, Which of the following must be done?

- A. The job description library must be configured for each job family and role.
- B. The Competencies field must be defined in the job requisition template
- C. Job Profile Builder must be configured
- D. Families and roles are implemented and maintained with competencies

Correct Answer: C, D

Section:

QUESTION 37

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

Section:

QUESTION 38

Where do you grant a user access to recruiter email templates?

- A. In Admin center -> Manage recruiting Settings



- B. In Admin center -> Mange permission roles
- C. In Provisioning -> Company settings
- D. In provisioning -> Managing recruiting

Correct Answer: B

Section:

QUESTION 39

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='employeeereferral'

Correct Answer: A

Section:

QUESTION 40

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: C, D, E

Section:

QUESTION 41

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

Section:

