SAP

C_THR83

SAP SuccessFactors

Recruiting: Recruiter Experience

EXAMAIDES

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Total Question: 143 QAs

Question No: 1
You are using Interview Central. Where do you grant permissions to set up interviews? Choose one:
A. In the CPT template
B. In the CDM template
C. In the Admin Center
D. In the JRDM template
Answer: D

Question No: 2
System Email Notification templates are enabled and can be updated in which of the following areas? Choose one:
A. Admin Center > Form Template Settings
B. Admin Center > Recruiting Email Triggers
C. Admin Center > Email Notification Template Settings
D. Admin Center > Edit Candidate Statuses
Answer: C

Question No: 3
What happens if the public field attribute is set to false? Choose one:
A. The field will NOT be available in reporting
B. The field will NOT be available to candidates on the application
C. The field will NOT be available as a custom token
D. The field will NOT be available on the job requisition
Answer: B

Question No: 4
If a step in the job requisition route map is set up as iterative, it means that the form is: Choose one:
A. Assigned to a single role or user
B. Simultaneous edit and viewing by 2 or more people
C. Looping between 2 or more people
D. None of the above
Answer: C

Question No: 5
An agent submitted an agency candidate. Where does this candidate appear in the talent pipeline? Choose one:
A. Interview
B. Forwarded to another requisition
C. Forwarded
D. Default
Answer: C

Question No: 6

Which of the following mappings between a Candidate Profile (CPT) and an Application (CDM) will work? There are 2 correct answers to this question.

A. The candidate's work history with background element ID "history" in the CPT is mapped to "history in the CDM.

B. The candidate's last name field ID "lastName" in the CPT is mapped to "lastName" in the CDM.

C. The candidate's additional attachments with field ID "addattach" in the CPT is mapped to "addattach" in the CDM.

D. The candidate's preferred language with field ID "prefLang" in the CPT is mapped to "language" in CDM.

Answer: B,C

Question No: 7

Competencies in Recruiting Management are used for which of the following? Choose one:

A. Interview Central and rating candidates

B. Ranking candidates based off answers to Pre-Screening Questions

C. Performance Evaluation for pay/promotion

D. Automatically disqualifying candidates

Answer: A

Question No: 8

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

A. bool

B. text

C. derived

D. enum

Answer: A

Question No: 9

How many CDM templates can be connected to one JRDM template? Choose one:

A. 3

B. 2

C. 1

D. 4

Answer: C

Question No: 10

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

Answer: B

Question No: 11
Which of the following information is most commonly obtained from the candidate's profile: There are 2 correct answers to this question.
A. Candidate's contact details
B. Available start date for a specific position
C. Candidate's education details
D. Candidate's expected salary for a specific position
Answer: A,C

Question No: 12
Interview scheduling and outlook integration is enabled. How are available time slots for an interview created in the system?
Please choose the correct answer.
A. Populated from the outlook calendar of the interviewer
B. Entered by the interviewer into Interview Scheduling
C. Entered by the interviewer into Interview central
D. Populated from the Career Portal of the Interviewer
Answer: A

Question No: 13
How many candidate profile templates can you configure in an instance? Choose one:
A. One for each JRDM template
B. One for all candidates
C. One for Internal Candidates and one for external candidates
D. One for internal candidates and one for each external career site
Answer: B

Question No: 14
How do you define permissions for job requisition fields? There are 3 correct answers to this question.
A. Define the permissions in the Role-Based Permissions section in the Admin Center
B. Assign a permission to a field for each status (pre-approved, approved and closed)
C. Set the permissions to write or read for each field
D. List the <role-name> element within the block at least once
E. Permission the V role for each field
Answer: B,C,D

Question No: 15
What happens if the public field attribute is set to false? Choose one:
A. The field will NOT be available to candidates on the application
B. The field will NOT be available as a custom token
C. The field will NOT be available on the job requisition
D. The field will NOT be available in reporting
Answer: A

Question No: 16
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
Answer: C,D,E

Question No: 17
Which CDM override elements do you use to display specific fields on an application? There are 2 correct answers to this question.
A. Background element feature
B. Country of the job posting
C. Applicant type
D. Country of the job
Answer: C,D

Question No: 18
Which button permissions are defined in the JRDM template? There are 2 correct answers to this question.
A. Decline
B. Reopen
C. Approve
D. Close
Answer: B,D

Question No: 19
Who can edit an existing recruiting group? Choose one:
A. The original creator of the recruiting group
B. All users with appropriate administrative permissions
C. The original creator of the requisition template
D. All members of the recruiting group
Answer: B

Question No: 20
How can competencies be added to the job requisition? Choose one:
A. Competencies are not added to the job requisition at all
B. Only by selecting the competency from the competency library
C. Only from Question library
D. Competencies can be defined only in back-end of the system
Answer: B

Question No: 21
Who can configure the approval workflow for the offer? There are 2 correct answers to this question