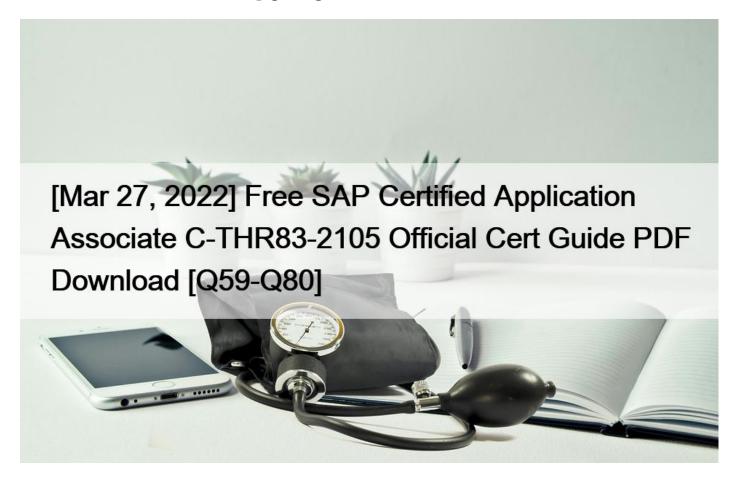# [Mar 27, 2022 Free SAP Certified Application Associate C-THR83-2105 Official Cert Guide PDF Download [Q59-Q80

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SAP C-THR83-2105 Official Cert Guide PDF

NO.59 Which elements are required to set up offer letters? There are 2 correct answers to this question.
* Approval route map
* The language of the offer letters
* Field permissions
* Tokens used in the offer letters

NO.60 What token should be used to direct a candidate to an online offer? Choose one:
* [[CAREER_SITE_URL]
* [[APPLICATION_PAGE_URL]]
* [[CANDIDATE_OFFER_URL]]
* [[LOGINJJRL]]

NO.61 Who can configure the approval workflow for the offer? There are 2 correct answers to this question
* System admins with permission to ?Manage Route Maps? in the Admin Center
* Operators with permission to launch the offer approval in the respective candidate status

* Additional requisition approvers with permissions to ?Manage Offer Letter Templates? in the Admin L’ Center
* Users with permissions to configure the Offer Details template within the Recruiting section the Instance

NO.62 What happens if the V role has a higher permission than the permission assigned to the individual role of a user on a requisition? Choose one:
* The V permission rights are granted to the user
* The user can see the relevant fields in reporting
* The role assigned to the user is relevant
* The V permissions are only pulled if the user is authorized to use it.

NO.63 The maximum number of offer letter templates in the instance is: Choose one:
* 5
* 10
* No limit on number of offer letter templates
* 3

NO.64 What is the consequence when the anonymize attribute is set to true in the field definition? Choose one:
* Field will be considered personally identifying data and should be purged
* Field will be displayed only to external candidate
* Field will be displayed only to internal candidate
* Field will be available only to Recruiter

NO.65 Which information must be defined within the feature permissions in the JRDM template? There are 3 correct answers to this question
* Type of feature permission
* Candidate Status
* Application status set
* Rating Scale
* Recruiting role

NO.66 What should the administrator configure to notify recipients by email when a specific recruiting action is executed?
* Recruiting Email Triggers
* Manage Recruiting Groups
* Manage Recruiting Teams
* Manage Recruiting Email Templates

NO.67 You want to post a job to an agency, but you do NOT see any agency listings on the Job Postings section on the requisition. How do you solve this problem? Choose one:
* Add the field AgencyPosting to the JRDM template and grant the field permission
* Add the field AgencyPosting to the CDM template and grant the field permission
* Enable the external career site
* Enable the private postings

NO.68 What are the options for job board availability?
* Preselected
* Recommended
* Default
* Optional

NO.69 Recruiting YouCalc is which of the following: Choose one:

* Older legacy functionality dating to the days before robust Ad Hoc Reporting capability was added the suite.
* Open source, third-party tool, that can be plugged into SuccessFactors Ad Hoc reporting
* Advanced in-system reporting tool comparing to Ad Hoc Reports.
* Widget that appears on the top of the requisition tab

NO.70 What best practices does SAP recommend when setting up reportable custom fields? There are 2 correct answers to this question.
* Make sure to use standard fields whenever possible.
* Make sure that reportable custom fields in the JRDM template can be edited by the J role.
* Make sure to configure all custom fields as filter fields or mfields.
* Make sure that reportable custom fields are consistent across all templates.

NO.71 Which of the following actions are possible in Interview Central? There are 2 correct answers to this question.
* Interviewers can add additional pre-screening questions
* Interviewers can answer the pre-screening questions
* Interviewers can add comments
* Interviewers can upload additional notes

NO.72 What must be set up to auto-populate competencies on a requisition? There are 2 correct answers to this question
* Competencies are mapped to roles
* Background elements are set up to auto-populate competencies
* SAP SuccessFactors Employee Central is in use
* Families and Roles are implemented and maintained.

NO.73 You need to allow candidates to search for jobs in a specific country. What do you need to do? Choose one:
* Configure the standard country field and add it to the Internal and External Applicant search settings
* Configure a filter field and add it to the Internal and External Applicant search settings
* Configure the standard country field as a reportable field
* Configure a filter field and make it a custom token

NO.74 Why are pre-screening questions used? Choose one:
* To request feedback from hiring managers.
* To disqualify less qualified candidates.
* To rank candidates after their interview.
* To create a shortlist by requesting first feedback from recruiters.

NO.75 Which CDM override elements do you use to display specific fields on an application? There are 2 correct answers to this question.
* Background element feature
* Country of the job posting
* Applicant type
* Country of the job

NO.76 Custom help text is available in which of the following templates: There are 4 correct answers to this question.
* Job Requisition
* Interview Central
* Candidate Profile
* Offer Details
* Candidate Application

NO.77 Which of the following steps are necessary to configure headers and footers? Please choose the correct answer.
* Define fields in Manage Templates.
* All of the above
* Define header and footer text in admin center.
* Define field permissions in Manage Templates.

NO.78 Where do you set up the values that will be present for the derived country field that triggers country specific information in the application?

Please choose the correct answer.
* In back end of the system.
* Configure Standardization Mapping
* Job Board Options
* Picklist Management

NO.79 What is recommended when configuring templates in the Recruiting module? Choose one:
* Validate your XML code against the DTD
* Request indexing for the JRDM XML code
* Start your XML code permissions with the ?none? permission
* Create all microsites for internal career sites before the JRDM XML is created

NO.80 To notify selected recipients when a specific recruiting event occurs (for example, offer was approved by all approvers), what should the admin enable?

Choose one:
* Ad-Hoc email
* Email Trigger
* Candidate status email
* Email Notification Templates

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