

Oct-2023 FREE SAP C-THR83-2305 PRACTICE QUESTIONS AND ANSWERS UPDATES [Q31-Q55]



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NEW QUESTION 31

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

- * Sm-mapping configuration
- * Background elements
- * Button permissions
- * Field definitions
- * Field attribute overrides

NEW QUESTION 32

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.

- * Recruiting posting may need to activate the configuration
- * Recruiting posting needs to synchronize

- * The job board may need to activate the configuration
- * Posting profiles need to be associated with a contract

NEW QUESTION 33

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

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

NEW QUESTION 34

Which of the ff buttons are assigned permissions in the application template Note: there are 3 correct ans.

- * Reopen
- * Cancel
- * Forward as applicant
- * Disqualify
- * Email

NEW QUESTION 35

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 hidden unless an override is set.
- * The field is considered for purging of personally identifying data
- * The field content is covered by `“”`

NEW QUESTION 36

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

- * In Admin center -> Manage recruiting Settings
- * In Admin center -> Manage permission roles
- * In Provisioning -> Company settings
- * In provisioning -> Managing recruiting

NEW QUESTION 37

A User wants to start a recruiting posting job posting. What must occur before the posting process can begin?

3 ans:

- * The position must be posted to the external career site
- * A job board configuration must be validated for the job board
- * The manage recruiting posting permission must be activated
- * At least one posting profile must be assigned to the recruiting user
- * The recruiting user must be assigned to one recruiting posting group

NEW QUESTION 38

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

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

NEW QUESTION 39

What happens when a job board is marked as preselected?

- * The job board is available for the posting but the job does NOT have to be posted to this job board
- * The job board is available for the posting profile and the job must be posted to this job board.
- * 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.

NEW QUESTION 40

What happens when the candidate profile background element is mapped to the people profile background element? 2 ans:

- * The people profile data is populated to the candidate profile
- * Only standards elements pre-populate the candidate profile
- * Only the standard elements pre populated in the people profile
- * The candidate profile data is populated to the people profile

NEW QUESTION 41

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

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

NEW QUESTION 42

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

- * Read and write for candidate only
- * None, read, and write for candidates and dynamic groups
- * None, Reard, and write dynamic groups only
- * Read and write permissions for candidate and dynamic groups

NEW QUESTION 43

When using interview central, what is the hiring manager note used for?

- * To invite the hiring manager to the interview
- * To inform the recruiter about the hiring managers decision
- * To save notes about the interviewee
- * To give instructions to the interviewers

NEW QUESTION 44

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:

- * The originator role needs to be added to the modify step
- * The modify step should be configured as an iterative or collaborative step depending on the requirements of the customer
- * The modify step needs to be configured as a single role type
- * The Hiring manager (G) needs to be added to the modify step

NEW QUESTION 45

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

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

NEW QUESTION 46

If a recruiter forwards a candidate's application(using the forward application action) which of the following information can be accessed from the candidate initial application? Note; there are 3 correct ans

- * Previous application score
- * Previous interview results
- * Previous application template name
- * Previous background check results
- * Answers to pre-screening questions

NEW QUESTION 47

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

- * Interview Assessment
- * Mass offers
- * Candidate workbench
- * Candidate questions

NEW QUESTION 48

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

- * bool
- * Enum
- * Derived
- * Instruction

NEW QUESTION 49

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.

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

NEW QUESTION 50

When defining the field attribute overrides in the application XML, Which of the following attributes determine which overrides should trigger?

Note: There are 2 correct ans to this question.

- * Country of the Job
- * Applicant Type
- * State/Province of the job Posting
- * Country of the candidate

NEW QUESTION 51

Which buttons are configured in the job requisition template? Note: There are 3 correct answers to this question.

- * Reopen Job
- * Link Child requisition
- * Print requisition
- * Delete job requisition
- * Close job

NEW QUESTION 52

What needs to be configured to enable recruiting email triggers?

- * The email trigger needs to be enabled in the job requisition template
- * An email template needs to be assigned to the email trigger
- * The J permission needs to be granted in the candidate application template
- * The email triggers needs to be enabled in admin center

NEW QUESTION 53

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? 2 ans:

- * 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
- * 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

NEW QUESTION 54

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

- * Candidate Profile Model
- * Candidate Data model
- * Job requisition template
- * Succession Data model

NEW QUESTION 55

How do you make Custom Fields reportable?

- * Define the public=”true” attribute in the template
- * Add the fields in provisioning and synchronize the data
- * Define the fields in the template

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