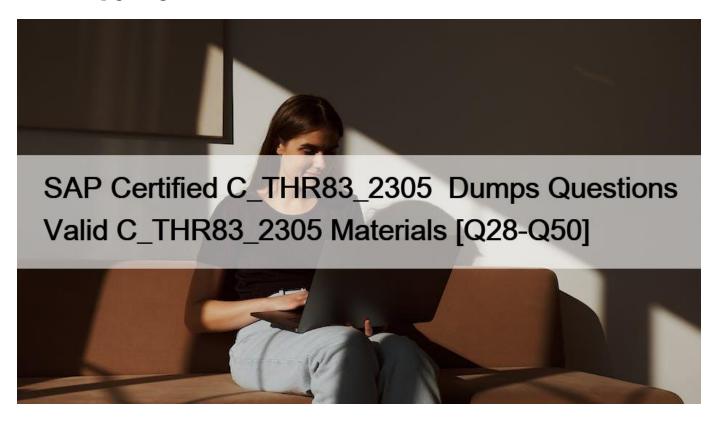# SAP Certified C_THR83_2305 Dumps Questions Valid C_THR83_2305 Materials [Q28-Q50]

SAP Certified C_THR83_2305 Dumps Questions Valid C_THR83_2305 Materials
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QUESTION 28

You want to trigger e-mail by candidate status Where is the trigger configured?
* In E-mail notification template settings
* In Mange recruiting e-mail template
* In recruiting E-mail Triggers
* In edit applicant status configuration

QUESTION 29

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

QUESTION 30

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

QUESTION 31

A customer would like their recruiters to be able to access different fields on the candidate’s application during the different statuses of the talent pipeline. Which of the FF feature allows this option?

* Single-stage application
* Multi stage application
* Configure multiple job requisition templates
* Late-stage application

QUESTION 32

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

* Directly in the application XML
* Through the pre-screening questions import CSV File
* Recruiting users can create cascading questiongs manually in their preference tab
* Manually in the question library

QUESTION 33

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

QUESTION 34

What is the effect of activating the profile before application feature?

* A candidate application can be admitted late to the selection process
* The registration via linkedin on career site is now available
* A candidate needs to complete their profile before being able to send an application
* A candidate needs to complete their profile before being able to search for a problem

QUESTION 35

Which action are available from manage jobs after a job is posted with recruiting posting? Note: There are 2 correct ans:

* Post the job additional job boards
* Remove a contract with a posting job board
* Repost the job automatically after expiration date
* Remove the posting from all posting job boards

QUESTION 36

Which of the following statements apply to a pre-screening questions?
* Pre screening question can be set to be a disqualifier questions
* Pre screening questions can vary by job requisition
* Pre Screening questions are added directly to the application XML
* Pre screening questions can be designated to only appear internally or externally

QUESTION 37

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:
* The email is not assigned to the correct e-mail trigger
* The selected language is NOT Correct
* The email is NOT linked to the correct email notification template
* The email is not enabled

QUESTION 38

What is the field id that you must add tot the job requisition template to fully enable the employee referral feature?
* Id=”erpAmount”
* Id=”amount”
* Id=”referral”
* Id=”employeereferral”

QUESTION 39

What is the purpose of the interview Guide field on the job requisition Template?
* To provide candidates with logistic information for an interview
* To allow interviewers to invite a candidate to join interview central in order
* To upload standard operating procedures for conducting an interview
* To allow the hiring manager to send a message to the interviewers

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

QUESTION 41

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

QUESTION 42

What must you do to request access to a customers provisioning?
* Assign the customer to your provisioning ID
* Have access to the customers signed contract
* Enable company settings in provisioning for the customer
* Gain customer approval to access their instance.

QUESTION 43

Previous background check results

Which of the following standards objects CANNOT be configured in the job requisition template?
* Location
* Offer Type
* Position
* Division

QUESTION 44

Which of the following attribute can be used when defining fields on the Application XML? 3 correct ans
* Sensitive
* Public
* Anonymize
* Visibility
* Data-files

QUESTION 45

How many application templates can be connected to one job requisition template
* 1
* 3
* 2
* 4

QUESTION 46

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

QUESTION 47

What are the options to implement an offer approval? Note: There are 2 correct ans.
* It can be implemented to contain offer letter tokens.
* It can be implemented to include a pre-configured workflow approval
* It can be implemented to be used on a mobile device.
* It can be implemented to link the offer to the candidate profile

QUESTION 48

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

QUESTION 49

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?
* The Filed must be permissioned to the Candidate operator in the Application XML
* The field must be configured in the Candidate Profile
* The filed must be included in the filed attribute overrides
* The filed must be defined as public”true”

QUESTION 50

Which SMS Messages are tracked on the correspondence audit trial within the candidate summary page?

There are 2 correct ans.
* Ad-hoc SMS Notifications
* Requisition-triggered SMS Notifications
* Status-Triggered SMS Notifications
* SMS Responses from the candidate

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