C_THR83_2105^{Q&As}

SAP Certified Application Associate - SAP SuccessFactors Recruiting: Recruiter Experience 3H/2021

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QUESTION 1

In which of the following formats can offer letters be extended to candidates?

A. Recorded as a verbal offer in system

B. All of the above

C. Sent as an Online Offer

D. Sent by email as a PDF attachment

Correct Answer: B

QUESTION 2

You have created an email template to be sent out when a candidate completes an application. Where do you associate the email template to trigger in response?

Choose one:

A. Admin Center > E-mail Notifications

B. Admin Center > Edit Applicant Status Configuration

C. This is not possible; you will have to set up an Ad-Hoc email for this purpose

D. In the Job Requisition

Correct Answer: B

QUESTION 3

What is the effect of activating the Profile Before Application feature? There are 2 correct answers to this question

A. The registration via Linkedln on career sites can be used

B. A candidate needs to complete their profile before being able to search for a position

C. A candidate needs to complete their profile before being able to send an application

D. A candidate application can be admitted late to the selection process

Correct Answer: BC

QUESTION 4

Recruiting Management supports the following functions: Please select all the correct answers that apply.

A. Search Engine Optimization

B. Processing candidate applications

C. Opening requisitions

D. Selecting the best candidate for a position

Correct Answer: BCD

QUESTION 5

What happens if you set the CDM attribute annonymize to "true"? Choose one:

A. The field is hidden unless an override is set.

B. The field is considered for purging of personally Identifying data

C. The field content is covered by ***

D. The field content is displayed only to the hiring manager and the recruiter

Correct Answer: B

QUESTION 6

What needs to be enabled for an external candidate to accept an online offer without using an eSignature? Choose one:

A. Enable Docusign integration for eSignatures

B. Enable the token in e-mail communications to direct a candidate to the careers portal

C. Enable candidate privacy in Provisioning

D. Enable role-based permissions (RBP) for candidates

Correct Answer: B

QUESTION 7

Which buttons are configured in the JRDM template? There are 2 correct answers to this question.

A. Print Job Requisition

B. Delete Job Requisition

C. Reopen Job Requisition

D. Close Job Requisition

Correct Answer: CD

QUESTION 8

The maximum of offer letter templates in the instance is: Choose one:

A. 10

B. 3

C. No limit on number of offer letter templates

D. 5

Correct Answer: C

QUESTION 9

What field-permissions do you configure on the candidate profile template? Choose one:

A. Read and write permissions for candidates and dynamic groups

B. None, read and write for dynamic groups only

C. Read and Write for candidates only

D. None, read and write for candidates and dynamic groups

Correct Answer: A

QUESTION 10

Custom help text is available in which of the following templates: There are 4 correct answers to this question.

A. Job Requisition

B. Interview Central

C. Candidate Profile

D. Offer Details

E. Candidate Application

Correct Answer: ACDE

QUESTION 11

Where are operator roles used?

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There are 2 correct answers to this question

A. In requisition Route Maps

B. In application XML field-permissions

C. In requisition XML mobile fields

D. In application XML mobile fields

Correct Answer: AB

QUESTION 12

Which of the following actions are possible in Interview Central? There are 2 correct answers to this question.

A. Interviewers can add additional pre-screening questions

B. Interviewers can answer the pre-screening questions

C. Interviewers can add comments

D. Interviewers can upload additional notes

Correct Answer: CD

QUESTION 13

Which of the following are required to configure headers and footers? Choose one:

A. Define header and footer text in admin center (or ad-hoc in the job requisition)

B. Define fields permissions in the back-end of the system

C. Enable feature in back-end of the system

D. All of the above

Correct Answer: D

QUESTION 14

Offer letters can be extended to candidates in the following formats: Choose one:

A. Sent with email as PDF attachment

B. Sent to Candidate\\'s SF account in form of Online Offer

C. All of the above

D. Printed and faxed or sent by post

Correct Answer: C

QUESTION 15

What are the options for job board availability?

A. Preselected

B. Recommended

C. Default

D. Optional

Correct Answer: AC

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