

# C\_THR83\_2105<sup>Q&As</sup>

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

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**QUESTION 1**

What happens if a job requisition deleted? Choose one:

- A. The job requisition can be restored in Provisioning
- B. The job requisition can be restored by the support team
- C. The job requisition can be restored in the Admin Center
- D. The job requisition is permanently deleted from the database

Correct Answer: C

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**QUESTION 2**

A recruiter CANNOT see the status "Phone Screening". Which of the following could be the cause of this problem?

- A. The status "Phone Screening" is NOT enabled in the Talent Pipeline
- B. The status "Phone Screening" is NOT enabled in the JRDM template
- C. The status "Phone Screening" is set as "hidden" in the CDM template
- D. The status "Phone Screening" is NOT set as Visible by the Recruiter

Correct Answer: AD

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**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 LinkedIn 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

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**QUESTION 4**

Which of the following buttons are assigned permissions in the CDM template? There are 2 correct answers to this question.

- A. Forward

- B. E-mail
- C. Reopen
- D. Resume

Correct Answer: AC

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**QUESTION 5**

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. None of the above
- C. Simultaneous edit and viewing by 2 or more people
- D. Looping between 2 or more people

Correct Answer: D

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**QUESTION 6**

Which of the characteristics apply to pre-screening questions? There are 2 correct answers to this question.

- A. Can vary by requisition
- B. Are in the CDM template
- C. Can vary by internal and external candidates
- D. Cascading questions are supported

Correct Answer: AD

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**QUESTION 7**

Where do you update the standard field label to change the label on the candidate application? Choose one:

- A. CPT template
- B. CDM template
- C. Provisioning
- D. Admin Center

Correct Answer: C

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**QUESTION 8**

You want a custom field from the job requisition to be available as a token for Recruiting E- mails. How do you do this?

There are 2 correct answers to this question.

- A. Add the field ID to the Job Req section in Provisioning--> Configure custom tokens and synchronize the existing data
- B. Add the field ID as a reportable field in order to use it as a token.
- C. Add the field ID to the Manage Recruiting E-mail section in the Admin Center
- D. Add the field ID to the manage recruiting section in Provisioning-->Configure custom token settings

Correct Answer: CD

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**QUESTION 9**

What happens if the Candidate Profile background element is mapped to the Employee Profile background element?

There are 2 correct answers to this question.

- A. Only external work experience data is pre-populated to the candidate profile
- B. The background sections display in the candidate profile in exactly the same order they are configured in the Employee Profile
- C. The employee data is pre-populated to the candidate profile
- D. The candidate profile data is populated to the employee profile.

Correct Answer: CD

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**QUESTION 10**

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

Correct Answer: B

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**QUESTION 11**

What should the administrator configure to notify recipients by email when a specific recruiting action is executed?

- A. Recruiting Email Triggers
- B. Manage Recruiting Groups
- C. Manage Recruiting Teams
- D. Manage Recruiting Email Templates

Correct Answer: AD

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## QUESTION 12

What is the consequence when the anonymize attribute is set to true in the field definition? Choose one:

- A. Field will be considered personally identifying data and should be purged
- B. Field will be displayed only to external candidate
- C. Field will be displayed only to internal candidate
- D. Field will be available only to Recruiter

Correct Answer: A

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## QUESTION 13

If you find your statuses aren't displayed in the talent pipeline, which of the following could be the issue? Choose one:

- A. No email notification is enabled in that status set
- B. Status was not properly enabled in back-end of the system
- C. The status set is not marked as default
- D. The statuses are not enabled in Admin Central > Applicant Status Set configuration

Correct Answer: D

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## QUESTION 14

You have enabled Interview Scheduling. Where can a candidate manage all activities related to an interview? Choose one:

- A. In Interview Central
- B. In the Career portal
- C. In the Candidates tab
- D. In the Agency Portal

Correct Answer: B

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## QUESTION 15

What is recommended when configuring templates in the Recruiting module? Choose one:

- A. Validate your XML code against the DTD
- B. Request indexing for the JRDM XML code
- C. Start your XML code permissions with the ?none? permission
- D. Create all microsites for internal career sites before the JRDM XML is created

Correct Answer: A

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