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Exam : **C_THR83_1911**

Title : SAP Certified Application
Associate - SAP SuccessFactors
Recruiting Management (Core
Configuration & ATS) Q4/2019

Vendor : SAP

Version : DEMO

NO.1 Who can configure Custom Help Text? Choose one:

- A. Recruiters
- B. Candidates
- C. Administrators
- D. Hiring Managers

Answer: C

NO.2 You have updated a standard field label in the JRDM template. However this change was NOT reflected in the job requisition instance. What caused this problem? Choose one:

- A. The label was updated in the incorrect JRDM template
- B. The ID in the JRDM template permission section was not updated
- C. The label was not updated in the associated CDM template
- D. The label was not updated in Provisioning

Answer: D

NO.3 Where do you access the route map e-mail templates?

- A. In admin Center--> Email Template Notification Settings
- B. In admin Center-> Manage Recruiting Settings
- C. In admin Center-> Manage Recruiting Email Template
- D. In admin Center-> Manage Offer Letter Templates

Answer: A

NO.4 Which of the following mappings between a Candidate Profile (CPT) and an Application (CDM) will work?

There are 2 correct answers to this question.

- A. The candidate's work history with background element ID "history" in the CPT is mapped to "history" in the U CDM.
- B. The candidate's preferred language with field ID "prefLang" in the CPT is mapped to "language" in CDM.
- C. The candidate's additional attachments with field ID "addattach" in the CPT is mapped to "addattach" in the CDM.
- D. The candidate's last name field ID "lastName" in the CPT is mapped to "lastName" in the CDM.

Answer: C,D

NO.5 You need to allow candidates to search for jobs in a specific country. What do you need to do? Choose one:

- A. Configure a filter field and make it a custom token
- B. Configure the standard country field and add it to the Internal and External Applicant search settings
- C. Configure the standard country field as a reportable field
- D. Configure a filter field and add it to the Internal and External Applicant search settings

Answer: D

NO.6 An agent submitted an agency candidate. Where does this candidate appear in the talent pipeline? Choose one:

- A.** Interview
- B.** Forwarded
- C.** Forwarded to another requisition
- D.** Default

Answer: B

NO.7 You have defined the permission for a recruiter in the JRDM template. However, the recruiter is not able to start the process to generate the offer letter for the candidate. What could have caused this problem? There are 2 correct answers to this question.

- A.** The feature-permission does NOT include the correct candidate status name
- B.** The field-definition has NOT been included in the Offer template
- C.** The feature-permission does NOT include the recruiter role
- D.** The field-permission has NOT been included in the CDM template

Answer: A,C

NO.8 What are the option to implement an offer approval? There are 2 correct answers to this question.

- A.** It can be implemented to link the offer to the candidate profile
- B.** It can be implemented to contain offer letter tokens
- C.** It can be implemented to include pre-configured workflow approval
- D.** It can be implemented to be used on a mobile device

Answer: C,D

NO.9 How can competencies be added to the job requisition? Choose one:

- A.** Only by selecting the competency from the competency library
- B.** Only from Question library
- C.** Competencies can be defined only in back-end of the system
- D.** Competencies are not added to the job requisition at all

Answer: A

NO.10 For which of the Recruiting modules can you create custom help text? There are 3 correct answers to this question.

- A.** Interview Central
- B.** Offer detail
- C.** Application (Candidate view and Recruiter view)
- D.** Offer approval
- E.** Requisition

Answer: B,C,E