



C_THR83_2111

SAP SF RM Certification Questions & Answers



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C_THR83_2111

SuccessFactors Recruiting Management

80 Questions Exam – 71% Cut Score – Duration of 180 minutes

C_THR83_2111 Practice Test

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C_THR83_2111 Questions and Answers Set

Question: 1

Which elements are required to set up offer letters?

There are 2 correct answers to this question.

- a) Tokens used in the offer letters
- b) Approval route map
- c) Field permissions
- d) The language of the offer letters

Answer: a, d

Question: 2

What best practices does SAP recommend when setting up reportable custom fields?

There are 2 correct answers to this question.

- a) Make sure that reportable custom fields in the JRDM template can be edited by the J role.
- b) Make sure to configure all custom fields as filter fields or mfields.
- c) Make sure to use standard fields whenever possible.
- d) Make sure that reportable custom fields are consistent across all templates.

Answer: c, d

Question: 3

How do you configure search fields so that internal candidates can create job alerts?

There are 2 correct answers to this question.

- a) Configure both custom and standard fields in the Job Requisition template.
- b) Configure filter fields in the JRDM template and then configure these fields in Provisioning.
- c) Configure filter fields in the job requisition template and then configure these fields in Admin Center.
- d) Configure the overrides to show for internal candidates in the Job Requisition template.

Answer: b, c

Question: 4

What are the fields in the listing section within the JRDM template used for?

There are 2 correct answers to this question.

- a) To define the approvers on the Offer Approval Template associated with the job requisition.
- b) To define fields that can be used as tokens within job headers and footers.
- c) To define the fields that are available in the approval section of the job requisition form.
- d) To define the fields that can be used as tokens within the job description.

Answer: b, d

Question: 5

For which of the Recruiting module can you create custom help text?

There are 3 correct answers to this question.

- a) Interview Central
- b) Requisition
- c) Application (Candidate view and Recruiter view)
- d) Offer detail
- e) Offer approval

Answer: b, c, d

Question: 6

What are the best practices to edit the Candidate Profile Template?

There are 2 correct answers to this question.

- a) Edit the Candidate Profile Template with an XML editor.
- b) Edit the Candidate Profile Template in the Admin Center → Manage Recruiting settings.
- c) Edit the Candidate Profile Template in Provisioning → Edit Candidate Privacy options.
- d) Edit the Candidate Profile Template after saving a copy of the old Candidate Profile Template.

Answer: a, d

Question: 7

Which of the following mappings between a Candidate Profile template and a Candidate Application template will work?

There are 2 correct answers to this question.

- a) The candidate's preferred language with field ID "prefLang" in the CPT is mapped to "language" in the CDM.
- b) The candidate's last name field ID "lastName" in the CPT is mapped to "lastName" in the 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 work history with background element ID "history" in the CPT is mapped to "history" in the CDM.

Answer: b, c

Question: 8

How can e-mail notification templates be created to satisfy a customer's requirements?

There are 2 correct answers to this question.

- a) Upload new e-mail templates in Provisioning.
- b) Adjust the available standard templates in the Admin Center.
- c) Create new e-mail templates in the Admin Center.
- d) Copy an existing e-mail template in Provisioning.

Answer: b, c

Question: 9

A Recruiting user wants to post a job. At a minimum, how many Posting Profiles must be assigned to this user?

Please choose the correct answer.

- a) 0
- b) 1
- c) 2
- d) 3

Answer: b

Question: 10

Which functions are controlled by feature permissions?

There are 2 correct answers to this question.

- a) Ability to manage recruiting group
- b) Offer letter creation
- c) Job requisition creation
- d) Starting interview process

Answer: b, d

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