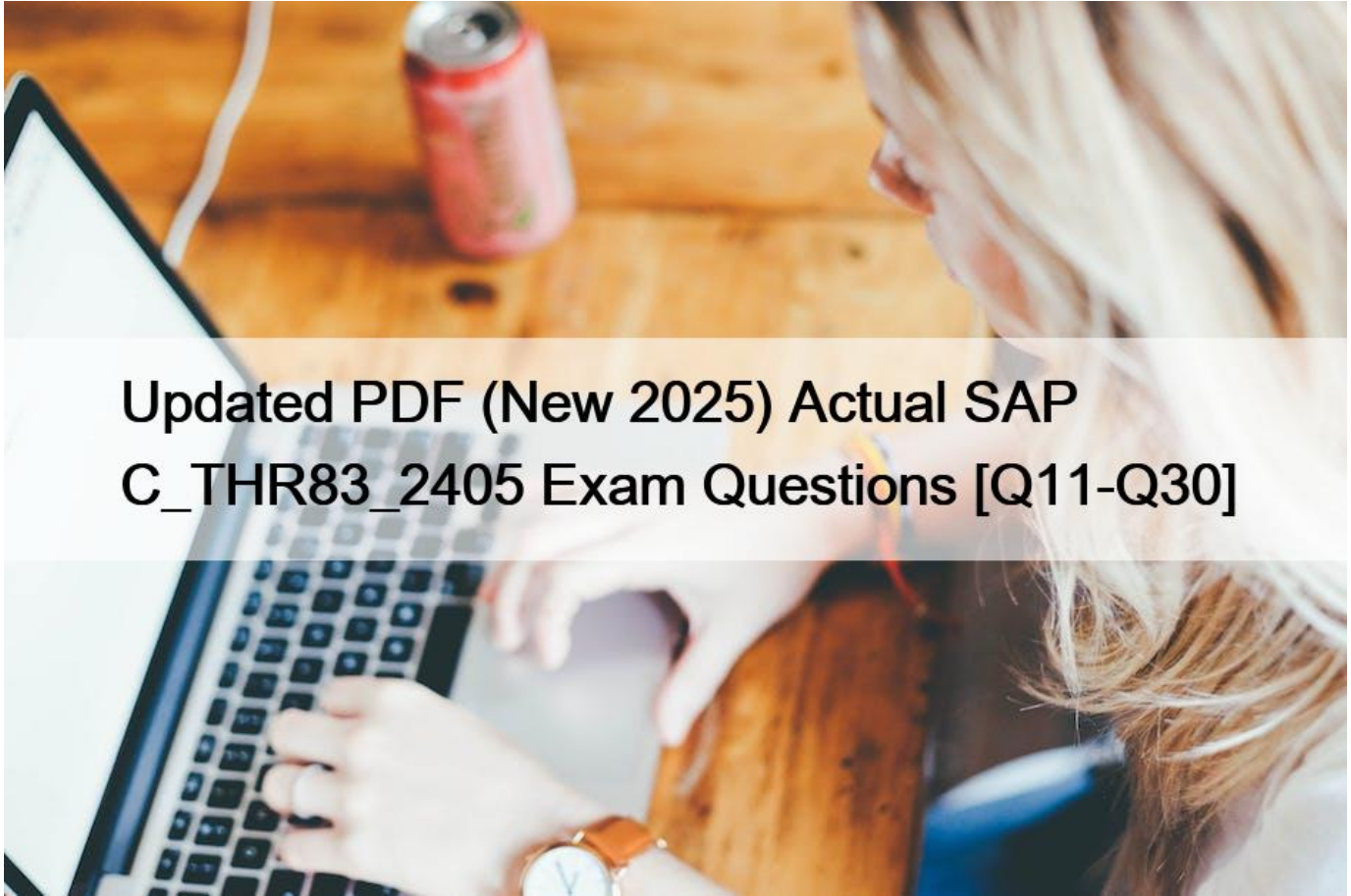


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QUESTION 11

What triggers the country-specific overrides on an application template?

- * The country of the candidate captured in the candidate profile template
- * The country of the candidate captured in the application template
- * The country/region field used for candidate search filters in the job requisition template
- * The derived country field in the job requisition template

QUESTION 12

You have enabled Interview Scheduling.

Where can a candidate manage all of their activities related to an interview?

- * In the Career Portal

- * In the Agency Portal
- * In the Candidates tab
- * In Interview Central

When Interview Scheduling is enabled in SAP SuccessFactors, candidates can manage all their interview- related activities through the Career Portal. This includes reviewing interview invitations, confirming interview times, and viewing any related information about the interview process.

* Career Portal Access for Candidates:

* The Career Portal serves as the primary interface where candidates can view and manage their scheduled interviews and related actions.

QUESTION 13

Which actions are available from Manage Jobs after a job is posted with Recruiting Posting? Note: There are

2 correct answers to this question.

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

Once a job is posted using Recruiting Posting, administrators have several actions available in the Manage Jobs section to further manage the job posting.

* Remove the Posting from All Job Boards (Option A):

* This action allows users to remove the job posting from all job boards where it was posted through Recruiting Posting. This feature is useful if a position needs to be closed or withdrawn before the posting expires.

* Post the Job to Additional Job Boards (Option B):

* After the initial posting, users can choose to post the job to additional job boards directly from the Manage Jobs interface, broadening the reach of the job posting as needed.

QUESTION 14

You want to trigger e-mail by candidate status Where is the trigger configured?

- * In E-mail notification template settings
- * In Manage recruiting e-mail template
- * In recruiting E-mail Triggers
- * In edit applicant status configuration

QUESTION 15

How many Candidate Profile Template can you configure in an instance?

- * One for internal Candidates and one for the external candidate
- * One for each Job Requisition Template
- * One for the internal candidates and one for each external career site
- * One for all candidates

QUESTION 16

What needs to be enabled for an external candidate to accept an online offer without using an signature?

- * Enable DocuSign integration for eSignature
- * Enable role-based permissions (RBP) for candidates
- * Enable candidate privacy in Provisioning
- * Enable an email template that has the online offer token, directing candidates to the career portal

QUESTION 17

Where can you find a list of all job boards available through recruiting posting?

Note: There are 2 correct ans.

- * Job board market place
- * Job board catalogue on SAP Jams and communities
- * My Job boards
- * My school Job boards

QUESTION 18

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 19

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 20

Previous background check results

Which of the following standards objects CANNOT be configured in the job requisition template?

- * Location
- * Offer Type
- * Position
- * Division

QUESTION 21

Which SMS messages are tracked on the correspondence audit trail within the candidate summary page?

Note: There are 2 correct answers to this question.

- * Status-triggered SMS notifications

- * Ad-hoc SMS notifications
- * Requisition-triggered SMS notifications
- * SMS responses from the candidate

QUESTION 22

What must you do to request access to a customer's Provisioning?

- * Have access to the customer's signed contract.
- * Gain customer approval to access their instance.
- * Assign the customer to your Provisioning ID.
- * Enable Company Settings in Provisioning for the customer.

Access to a customer's Provisioning environment in SAP SuccessFactors requires prior authorization from the customer. Gaining customer approval is mandatory because Provisioning contains critical backend settings that can impact system functionality, configuration, and data security.

* Steps to Gain Access:

- * Obtain explicit customer approval through official channels, often documented through emails or formal requests.
- * This approval is necessary before logging into the customer's Provisioning instance, and it may also involve compliance with additional access protocols or agreements.

QUESTION 23

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 24

If you want to create and send an offer to your candidate, which of the FF feature permissions do you enable?

2 ans

- * Interview assessments
- * Offer approval
- * Offer letter
- * Background check

QUESTION 25

In order to associate a Job Requisition to an approval workflow what must be done? Note: There are 2 correct answers to this question.

- * The Job Requisition must be associated to the appropriate Route Map in Form Template Settings.
- * A Route Map must be created and configured in Admin Center.
- * A business rule to trigger the approval workflow must be created in Admin Center > Configure Business Rules.
- * Multiple Route Maps can be associated to one Job Requisition template.

To associate a Job Requisition with an approval workflow, administrators need to configure route maps properly within SAP SuccessFactors Recruiting:

* Associate the Job Requisition with a Route Map in Form Template Settings (Option A): Link the job requisition template with a route map to enable workflow approval.

* Create and Configure a Route Map in Admin Center (Option B): The route map must be configured to outline the steps and approvers in the approval workflow for the job requisition.

* Steps to Configure:

* In Admin Center > Manage Route Maps, create and configure the route map with the desired approval steps.

* In Admin Center > Form Template Settings, link the job requisition template with the configured route map.

QUESTION 26

Which of the following can you use to explore released APIs?

- * SAP Application Interface Framework
- * SAP Integration Suite
- * SAP Business Accelerator Hub

To explore released APIs for SAP products, SAP Business Accelerator Hub (formerly known as SAP API Business Hub) is the primary platform. It provides a comprehensive library of APIs, including documentation, testing tools, and usage examples, which are essential for developing integrations with SAP SuccessFactors and other SAP modules.

* Steps to Use:

* Go to SAP Business Accelerator Hub and search for the relevant API.

* Access documentation, and explore API endpoints, data models, and sample responses.

QUESTION 27

Who can configure the approval workflow for the offer? Note: There are 2 correct answers to this question.

- * Operators with permission to launch the Offer Approval in the respective applicant status if the approval workflow is configured as editable
- * Users with permissions to configure the Offer Details template within Manage Recruiting templates
- * System admins with permission to Manage Route maps in the Admin Center
- * Users with permissions to Manage Offer Letter Templates in the Admin Center

QUESTION 28

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note:

There are 2 correct answers to this question.

- * IDoc
- * RFC
- * SOAP
- * OData

SAP recommends OData and SOAP APIs for clean core integrations, as they are modern, standardized, and compatible with SAP's cloud-based solutions. These APIs help maintain a clean core by allowing data integrations without custom modifications to the core system.

- * SOAP (Option C): SOAP is commonly used for integrations with SAP's enterprise applications, supporting reliable messaging and security features.
- * OData (Option D): OData APIs are lightweight and RESTful, making them ideal for web and cloud integrations, particularly for SuccessFactors.

QUESTION 29

Who can edit an existing recruiting group?

- * All members of the recruiting group
- * The original creator of the recruiting group
- * All users with appropriate administrative permissions
- * All members of the recruiting group

QUESTION 30

You need to allow candidates to search for jobs in a specific country. What do you need to do?

- * Configure a filter field and add it to the internal and external search settings
- * Configure the derived country field and add it as a filter on the internal and external search settings
- * Configure the country field on the application template to allow candidates to search for jobs in their country
- * Configure a background element and map it to the succession Data model

SAP C_THR83_2405 Exam Syllabus Topics:

TopicDetailsTopic 1- Managing Clean Core: This section is about how to apply clean core principles to maximize business process agility and reduce adaptation efforts. This section focuses on leveraging clean core practices to accelerate innovation and streamline processes.Topic 2- Candidate Profile Template: In this section, the skill measured relates to the understanding of the Candidate Profile Template, its configuration options, and the zones it encompasses.Topic 3- Application Template: In this section of the exam, you will gain an understanding of override options and how to configure the application reference in the Job Requisition Data Model.Topic 4- Job Requisition Enablement: In this section, you will be tested on the Job Requisition Data Model, including defining and describing its zones, understanding job field permissions, and JRDM field types.Topic 5- Offer Management: This section is about creating offer approval templates, and generating offer letter templates.

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