

2023 Valid C-THR83-2111 FREE EXAM DUMPS QUESTIONS & ANSWERS [Q27-Q49]



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QUESTION 27

If you want to narrow down the pool of people who can fulfill an operator role designated on the route map to only someone from the Finance department, what would you create? Please choose the correct answer.

- * A Permission Role (using RBP) for Finance department
- * Finance department Group
- * Another step in the Route Map using the Finance role
- * Finance department Team

QUESTION 28

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

- * Reopen

- * E-mail
- * Forward
- * Resume

QUESTION 29

An agent submitted an agency candidate. Where does this candidate appear in the talent pipeline? Please choose the correct answer.

- * Forwarded
- * Interview
- * Default
- * Forwarded to another requisition

QUESTION 30

Where do you set the values that will be present for the eQuest Country field (the countries where the company might have open positions)? Please choose the correct answer.

- * Admin Center > Configured Standardization Mapping
- * Admin Center > Set up Job Board Options
- * Admin Center > Picklist Management
- * Values are set up in back end of the system

QUESTION 31

Potential duplicate candidates are flagged based on which of the following criteria? Please choose the correct answer.

- * Last Name
- * All of the above
- * City
- * First Name

QUESTION 32

If you want to create and send a contract to your candidate, which of the following feature permissions do you enable? Note: There are 2 correct answers to this question.

- * Offer Details template
- * Offer Letters
- * Application historical results
- * Onboarding letters

QUESTION 33

You need to set up a route map where the Hiring Manager creates a job requisition. Who should be assigned to the initial creation step? Please choose the correct answer.

- * Additional Approver (V)
- * Manager of the Recruiter (RM)
- * Hiring Manager (G)
- * Originator (O)

QUESTION 34

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

- * System admins with permission to Manage route maps; in the Admin Center
- * Users with permissions to configure the Offer Details template within Manage Recruiting templates
- * Operators with permission to launch the Offer Approval in the respective candidate status
- * Additional requisition approvers with permissions to Manage offer letter templates; in the Admin Center

QUESTION 35

Where are the operator roles used?

Note: There are 2 correct answers to this question.

- * In requisition route maps
- * In the application XML field permissions
- * In the candidate profile XML field permissions
- * In the requisition XML mobile fields

QUESTION 36

What must you do to request access to a customer instance?

- * Have access to the customer's signed contract
- * Gain customer approval
- * Enable company settings in Provisioning for the customer
- * Assign the customer to your provisioning ID

QUESTION 37

You want to post a job to an agency, but you do not see any agency listings on the job postings section on the requisition. How to solve this problem?

- * Enable private postings
- * Add the field agencyposting to the Application template and grant the field permission
- * Add the field agencyposting to the Job Requisition template and grant the field permission
- * Enable the external career site

QUESTION 38

What happens if the Candidate profile background element is mapped to the Employee profile background element? Note: There are 2 correct answers to this question.

- * Only external work experience data is pre-populated in the candidate profile
- * The candidate profile data is pre-populated in the employee profile
- * The employee data is pre-populated in the candidate profile
- * The background sections display in the candidate profile in exactly the order they configured in the employee profile

QUESTION 39

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

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

QUESTION 40

As one of the admin users within your company, you cannot modify an existing Recruiting Group in Admin Center. What is most likely the issue? Please choose the correct answer.

- * Recruiting Groups are created in Admin Center, but they are modified in the Recruiting tab as long as admin user has proper permissions defined in back-end of the system.
- * The group was created by different user and only that user can edit the group details
- * Once the group members are defined, it is not possible to update them
- * Groups for Recruiting are modified strictly in back-end of the system.

QUESTION 41

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

- * Interviewers may review prescreening questions
- * Interviewers can upload additional notes
- * Interviewers may view uploaded company interview guidelines
- * Interviewers may invite a candidate to join Interview Central to conduct the interview

QUESTION 42

Which of the following are components of the Candidate Profile template? Note: There are 3 correct answers to this question.

- * Button permissions
- * Override section
- * Background elements
- * SM mapping configuration.
- * Field permissions

QUESTION 43

Where do you grant a user access to recruiting email templates?

- * Provisioning -> Manage recruiting
- * Provisioning -> Company settings
- * Admin Center -> Manage recruiting settings
- * Admin Center -> Manage permission roles

QUESTION 44

How can competencies be added to the job requisition? Please choose the correct answer

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

QUESTION 45

What happens if you set the CDM attribute anonymize to true? Please choose the correct answer.

- * The field content is displayed only to the hiring manager and the recruiter
- * The field content is covered by ***
- * The field is considered for purging of personally Identifying data
- * The field is hidden unless an override is set.

QUESTION 46

Which of the following information should be obtained from the candidate's? There are 2 correct answers to this question.

- * Candidate's expected salary for the specific position
- * Candidate's education details
- * Available start date for the position
- * Candidate's contact details

QUESTION 47

Which statuses can have a picklist in the picklist file? There are 3 correct answers to this question.

- * OBSOLETE
- * INACTIVE
- * DELETED
- * ACTIVE
- * DELETED

QUESTION 48

What information is required when you add a new agency user to an agency in the Admin Center? There are 2 correct answers to this question.

- * Ownership requirements for the user
- * Agency agreement text for the user
- * Unique e-mail address for the user
- * First and last name of the user

QUESTION 49

How many Application templates can be connected to one Job requisition template?

- * 3
- * 2
- * 1
- * 4

SAP C-THR83-2111 Exam Syllabus Topics:

TopicDetailsTopic 1- Enable recruiting postings, manage job postings, and manage credits- Configure field permissions and job search filter searchTopic 2- Identify configuration options within statuses and the different recruiting operators- Configure ad hoc emails and email triggers, and identify types of SMS notificationsTopic 3- Candidate Profile Template synchronization capabilities- Describe the override options, , custom country fields, and enable different types of Job PostingTopic 4- Define and describe the zones of the Job Requisition Data Model- Update Candidate Data Model fields.Topic 5- Configure application reference in Job Requisition Data Model- Configuration options for background elementsTopic 6- Describe the

offer approval template, Create an offer letter template- Explain Team Recruiting functionality, and create Recruiting Groups
Topic 7- Identify standard recruiting notification templates, create recruiting email templates- Job field permissions, JRDM field types, and add the job requisition data model standard and custom fields
Topic 8- Define button permissions, feature permissions, and custom tokens- Outline and define the Candidate Profile Template
Topic 9- Describe the methods of setting up interviewers- Creating pre-screening questions and questions libraries

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