



QUESTION & ANSWER

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Exam : C_THR83_2105

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

Version : DEMO

1. Why are pre-screening questions used? Choose one:

- A. To request feedback from hiring managers.
- B. To disqualify less qualified candidates.
- C. To rank candidates after their interview.
- D. To create a shortlist by requesting first feedback from recruiters.

Answer: B

2. A user wants to start a recruiting posting Job Posting, what must occur before the posting process can begin? There are 3 correct answers to this question.

- A. The position must be posted to the external career
- B. A job Board configuration must be validated for the job board
- C. The recruiting user must be assigned to one recruiting posting group
- D. At least one posting profile must be associated to the recruiting user
- E. The Manage Recruiting Posting permission must be activated

Answer: B,C,E

3. What needs to be configured to enable recruiting email triggers? There are 2 correct answers to this question.

- A. The email trigger needs to be enabled in the admin center
- B. The email trigger needs to be enabled in the job requisition template
- C. The permission needs to be granted in the candidate application template
- D. An email template needs to be assigned to the email trigger

Answer: A,D

4. How can candidate applications be configured in Recruiting Management? There are 2 correct answers to this question.

- A. Multistage applications display fields at specific statuses in the candidate pipeline.
- B. Multistage applications are configured for candidate fields only
- C. Late stage applications apply to the hiring manager role
- D. Late stage applications enable a candidate to be in a job requisition without actually applying

Answer: A,D

5. 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

Answer: A