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Exam : **C_THR83_1908**

Title : SAP Certified Application Associate - SAP SuccessFactors Recruiting Management (Core Configuration & ATS) Q3/2019

Vendor : SAP

Version : DEMO

NO.1 In order to rate a candidate in Interview Central, which of the following items need to be defined? Choose one:

- A. Pre-Screening Questions on Job Requisition
- B. Competencies on Job Requisition
- C. Questions on Candidate Application
- D. Header and Footer on Job Requisition

Answer: B

NO.2 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? Choose one:

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

Answer: C

NO.3 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 additional attachments with field ID "addattach" in the CPT is mapped to "addattach" in the CDM.
- C. The candidate's preferred language with field ID "prefLang" in the CPT is mapped to "language" in the CDM.
- D. The candidate's last name field ID "lastName" in the CPT is mapped to "lastName" in the CDM.

Answer: B,D

NO.4 How many CDM templates can be connected to one JRDM template? Choose one:

- A. 3
- B. 1
- C. 4
- D. 2

Answer: B

NO.5 What best practices does SAP recommend when setting up reportable custom fields? There are 2 correct answers to this question.

- A. Make sure to configure all custom fields as filter fields or mfields.
- B. Make sure that reportable custom fields in the JRDM template can be edited by the J role.
- C. Make sure to use standard fields whenever possible.
- D. Make sure that reportable custom fields are consistent across all templates.

Answer: C,D

NO.6 What do you enter in the column parentOption in the picklist file? There are 2 correct answers to this question.

- A. If it is a cascading picklist, enter the optionID of the parent picklist.
- B. If it is a cascading picklist, then enter the picklistID of the parent picklist
- C. If this is NOT a cascading picklist, enter 0.
- D. If this is NOT a cascading picklist, enter -1

Answer: A,D

NO.7 You want to link a field in the job requisition, where the job requisition template name is "Simple Job Requisition", to a field in the offer template. What attribute do you use?

- A. template-type="job-JRDM"
- B. template-type= "job-requisition"
- C. template-type= 'simple job requisition"
- D. template-type="job-req"

Answer: D

NO.8 What is the purpose of configuring a Recruiting team? Choose one:

- A. All of the above
- B. Define the job requisition approval process
- C. Allow anyone on the team to support a primary operator
- D. Narrow down the people pool for specific role, e.g. Hiring Manager

Answer: C

NO.9 What could cause an automated e-mail notification to be triggered? There are 2 correct answers to this question.

- A. A change in a candidate password
- B. A change in role based permissions
- C. A change in an e-mail template
- D. A change in a candidate status

Answer: A,D

NO.10 What triggers the overrides on a CDM template? Choose one:

- A. The standard country field in the JRDM template
- B. The standard country field in the CPT template
- C. The standard country field in the CDM template
- D. The home country of the candidate

Answer: C