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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