2025 Updated Verified C_THR83_2405 Q&As - Pass Guarantee or Full Refund [Q11-Q35

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[Mar-2025] C_THR83_2405 Certification with Actual Questions from TestKingFree

SAP C_THR83_2405 Exam Syllabus Topics:

TopicDetailsTopic 1- 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 2- E-mail Notifications: In this section, the focus is on identifying standard recruiting notification templates and creating custom email templates. It deals with configuring ad hoc emails and email triggers and understanding the different types of SMS notifications available.Topic 3- Offer Management: This section is about creating offer approval templates, and generating offer letter templates.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- 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 6- Advanced Job Requisition Settings: This section is about defining and configuring button permissions, feature permissions, and custom tokens.Topic 7- Candidate Management: In this section, you can create pre-screening questions and question libraries and review candidate screening questions. You will set up interviewers and

post-interview ratings, enabling candidates to review their interview feedback.

NO.11 Which of the following feature permissions are configured in the Job Requisition data model? Note: There are

2 correct answers to this question.
* Candidate Workbench
* Mass Offers
* Interview Assessment
* Candidate questions

NO.12 A customer would like a certain field to be displayed to all candidates, regardless the country of the job the candidate is applying for. For this to happen, which configuration is required?
* The Filed must be permissioned to the Candidate operator in the Application XML
* The field must be configured in the Candidate Profile
* The filed must be included in the filed attribute overrides
* The filed must be defined as public”true”

NO.13 Which action are available from manage jobs after a job is posted with recruiting posting? Note: There are 2 correct ans:
* Post the job additional job boards
* Remove a contract with a posting job board
* Repost the job automatically after expiration date
* Remove the posting from all posting job boards

NO.14 Which of the following fields would you map between the Candidate Profile and the People Profile? Note:

There are 2 correct answers to this question.
* Expected salary
* Available start date
* Professional membership
* Language skills

NO.15 A Recruiter CANNOT see the status “Phone Screening”.

Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.
* The status “Phone Screening” is NOT enabled in the Talent Pipeline.
* The status “Phone Screening” is NOT enabled in the Job Requisition template.
* The status “Phone Screening” is set as “hidden” in the Application template.
* The status “Phone Screening” is NOT set as Visible by the Recruiter.
If a recruiter cannot see the “Phone Screening” status, it could be due to the following reasons:

* Status Not Enabled in the Talent Pipeline (Option A):The Talent Pipeline is configured to control the visibility and sequence of application statuses. If “Phone Screening” is not enabled in the Talent Pipeline, it will not appear in the recruiting workflow.

* Status Not Visible to the Recruiter (Option D):Visibility settings control who can view each status. If

“Phone Screening” is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.

* Steps to Check:

* Go toAdmin Center > Edit Applicant Status Configurationand ensure that “Phone Screening” is enabled in the pipeline and set as visible to the recruiter role.

NO.16 You have only granted read permissions to the G role in the pre-approved status. However the Hiring Manager can still edit some fields in the pre-approved status upon testing.

What could have caused this problem?
* The V role has write permissions for these fields.
* The G role has edit permissions for these fields via the Role-Based Permission settings.
* The G role has write permissions for these fields in the approved status and closed status.
* The J role has write permissions for these fields.

NO.17 What token should be used to direct a candidate to an online offer?
* [[Carrer_SITE_URL]]
* [[LOGINJJRL]]
* [[Application_Page_URL]]
* [[Candidate_Offer_URL]]

NO.18 You need to set up a route map step where the hiring manager reviews a job requisition during the creation process. This hiring manager does NOT necessarily need to be the person who creates the form. What needs to be configured in the first step of the route map? 2 ans:
* The originator role needs to be added to the modify step
* The modify step should be configured as an iterative or collaborative step depending on the requirements of the customer
* The modify step needs to be configured as a single role type
* The Hiring manager (G) needs to be added to the modify step

NO.19 What are the options to implement an offer approval? Note: There are 2 correct answers to this question.
* It can be implemented to include a pre-configured workflow approval.
* It can be implemented to link the offer to the candidate profile.
* It can be implemented to be used on a mobile device.
* It can be implemented to contain offer letter tokens.

NO.20 Where can you find a list of all job boards available through Recruiting Posting? Note: There are 2 correct answers to this question.
* My school job boards
* My job boards
* Job Board Market Place
* Job Board catalogue on SAP Jams and Communities
The list of available job boards for Recruiting Posting can be found in two primary locations:

* Job Board Market Place (Option C):This feature within Recruiting Posting allows users to view, select, and manage job boards available for posting.

* Job Board Catalogue on SAP Jams and Communities (Option D):SAP Jams and Communities provide a comprehensive catalogue of job boards available through Recruiting Posting, along with detailed descriptions.

NO.21 If you want to create and send an offer to your candidate which of the following feature permissions do you enable? Note: There are 2 correct answers to this question.

* Offer Approval
* Background Check
* Offer Letter
* Interview Assessment

To create and send an offer to a candidate in SAP SuccessFactors Recruiting, the permissions forOffer ApprovalandOffer Lettermust be enabled. These permissions allow the recruiter to initiate the offer process, complete any required approvals, and generate the offer letter for the candidate.

* Offer Approval (Option A):This permission enables the process of approving the offer, ensuring all necessary approvals are in place before the offer is sent to the candidate.

* Offer Letter (Option C):This permission allows the recruiter to create and generate the offer letter document, which is then sent to the candidate.

* Steps to Configure:

* Go toAdmin Center > Manage Permission Roles.

* Assign the Offer Approval and Offer Letter permissions to the appropriate user roles.

NO.22 In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note:

There are 2 correct answers to this question.
* The Job Description library must be configured for each job family and role.
* Families and Roles are implemented and maintained with competencies mapped.
* The competencies field must be defined in the Job Requisition template.
* Job Profile Builder must be configured.

NO.23 Where do you grant a user access to Recruiting E-mail Templates?
* In Provisioning # Company Settings
* In Admin Center # Manage Recruiting Settings
* In Provisioning # Managing Recruiting
* In Admin Center # Manage Permission Roles

To grant a user access to Recruiting Email Templates, permissions must be assigned viaManage Permission Rolesin Admin Center. Permissions control which users or roles can access, view, and manage recruiting email templates.

* Steps to Grant Access:

* Go toAdmin Center > Manage Permission Roles.

* Select the role for which you want to grant access to email templates.

* In the role permissions, navigate toRecruiting Permissionsand check the option forManage Recruiting Email Templates.

* Save the changes to apply the permissions.

NO.24 What is the Anonymize Attribute intended for?
* To trigger the country override in the application
* To display candidate facing fields in the application
* To mark data as sensitive for read and change logging audits

* To hide personal identifiable information

NO.25 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

NO.26 You have enabled interview scheduling. Where can a candidate manage all of their activities related to an interview?
* In the candidate tab
* In interview central
* In The agency portal
* In the career portal

NO.27 What is the effect of activating the Profile Before Application feature?
* A candidate needs to complete their profile before being able to search for a position.
* A candidate needs to complete their profile before being able to send an application.
* The registration via LinkedIn on career sites is now available.
* A candidate’s application can be admitted late to the selection process.
When theProfile Before Applicationfeature is activated in SAP SuccessFactors Recruiting, candidates are required to complete their profile information before submitting a job application. This feature ensures that key candidate details are collected upfront, providing recruiters with a more complete candidate profile from the outset.

* Candidate Profile Completion Requirement:

* Candidates are prompted to fill out their profile details, such as work experience, education, and personal information, prior to applying for a position. This step must be completed before the application process can continue.

* Benefits of Profile Before Application:

* Ensures standardized candidate data for all applications.

* Saves time by reducing repetitive data entry for candidates applying for multiple positions.

NO.28 In Admin Center where would you configure the e-mail template that is associated with the requisition route map?
* Manage Recruiting Groups
* Manage Recruiting Settings
* Manage Offer Letter Template
* E-mail Template Notification Settings
To configure an email template associated with a requisition route map in SAP SuccessFactors Recruiting, administrators must use theE-mail Template Notification Settings. This is where email templates tied to various actions in the recruiting process, including requisition approval workflows (route maps), are managed and assigned.

* Steps to Configure:

* Go toAdmin Center > E-mail Template Notification Settings.

* Within this section, locate the templates associated with requisition events or requisition route maps.

* Customize or assign the appropriate email template based on the route map stage or approval action for requisitions.

NO.29 What is the purpose of a job board credit?

* To pay recruiting posting tot complete the job posting
* To pay a customer by job board when a new job is posted to the job board
* To pay a customer by recruiting posting when a new posting profile is created
* To pay a job board to complete job posting

NO.30 Which of the following statements apply to pre-screeningquestions? Note: There are 2 correct answers to this question.

* Pre-screeningquestions can vary by job requisition.
* Pre-screeningquestions can be set to be disqualifierquestions.
* Pre-screeningquestions are added directly to the Application XML.
* Pre-screeningquestions can be designated to only appear internally or externally and can vary by country.

Pre-screening questions offer flexibility to help recruiters screen candidates effectively:

* Vary by Job Requisition (Option A):Pre-screening questions can be tailored for each job requisition, allowing questions to align with specific job requirements.

* Set as Disqualifier Questions (Option B):Questions can be configured as disqualifiers, automatically filtering out candidates who do not meet certain criteria.

NO.31 When using Interview Central what is the Hiring Manager Note used for?

* To save notes about the interviewee
* To invite the hiring manager to the interview
* To give instructions to the interviewers
* To inform the recruiter about the hiring manager’s decision

In Interview Central, theHiring Manager Notefeature allows the hiring manager to provide specific instructions or guidance for the interviewers. This note may include details about what to focus on during the interview, specific competencies to assess, or other relevant information to ensure the interview process is aligned with the job’s requirements.

* Purpose of Hiring Manager Note:

* This note serves as a guideline for interviewers, enhancing the consistency and relevance of evaluations by focusing on key attributes the hiring manager deems important.

NO.32 In admin center, where would you configure the e- mail template that is associated with the requisition route map?

* E-mail template notification settings
* Manage recruiting groups
* Manage offer letter template
* Manage Recruiting settings

NO.33 The (S) sourcer operator has a field permission taken away, but the V operator gives permission to that field.

The (S) sourcer is an approver in the route map. What is the results.

* It depends on the order in which the permissions were configured
* The V permission is irrelevant in this situation
* The V permission overrides the taken away S Permission
* The V permission causes the S permission to only allow for reporting of the field in question

NO.34 Which buttons are configured in the job requisition template? Note: There are 3 correct answers to this question.

* Reopen Job

* Link Child requisition
* Print requisition
* Delete job requisition
* Close job

NO.35 You want to link a field in the job requisition to a field in the offer details template. what attribute do you use?
* Template-type=”job-requisition”
* Template-type=”job-req”
* Template-type=”simple job requisition”
* Template-type=”job-JRDM”

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