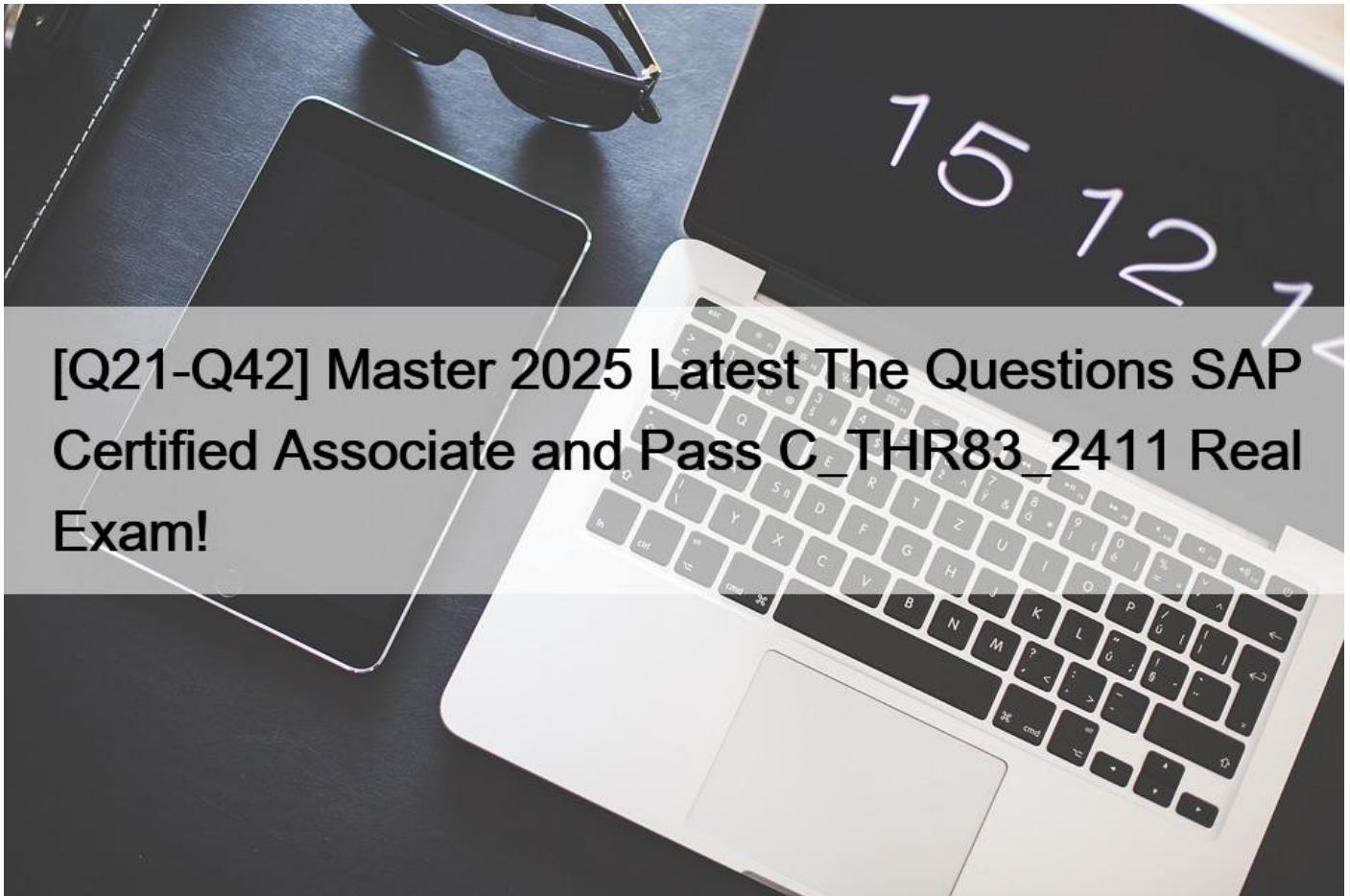# [Q21-Q42 Master 2025 Latest The Questions SAP Certified Associate and Pass C_THR83_2411 Real Exam!

Master 2025 Latest The Questions SAP Certified Associate and Pass C_THR83_2411 Real Exam!
Penetration testers simulate C_THR83_2411 exam PDF NO.21 You have enabled Interview Scheduling.

Where can a candidate manage all of their activities related to an interview?
* In the Career Portal
* In the Agency Portal
* In the Candidates tab
* In Interview Central
When Interview Scheduling is enabled in SAP SuccessFactors, candidates can manage all their interview- related activities through the Career Portal. This includes reviewing interview invitations, confirming interview times, and viewing any related information about the interview process.

* Career Portal Access for Candidates:

* The Career Portal serves as the primary interface where candidates can view and manage their scheduled interviews and related actions.

NO.22 You need to allow candidates to search for jobs in a specific country.What do you need to do?

* Configure a filter field and add it to the Internal and External Search settings.
* Configure the derived country field and add it as a filter on the Internal and External Search settings.
* Configure a background element and map it to the Succession Data Model.
* Configure the country field on the application template to allow candidates to search for jobs in their country.

NO.23 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.

NO.24 When building the sm-mapping between People Profile and Candidate Profile to which data model does the second field-id reference?

* Candidate Data Model
* Candidate Profile template
* Succession Data Model
* Job Requisition template

NO.25 What needs to be enabled for an external candidate to accept an online offer without using an eSignature?

* Enable an e-mail template that has the online offer token directing candidates to the Career Portal.
* Enable candidate privacy in Provisioning.
* Enable Docusign integration for eSignatures.
* Enable role-based permissions (RBP) for candidates.

NO.26 What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

* Establish regular housekeeping tasks and procedures.
* Establish release management.
* Define roles and responsibilities as part of a process transformation office.
* Integrate clean core practices in the end-to-end value process chain.
* Establish an organizational structure technical foundation and transformation methodology for clean core.

SAP recommends several guiding principles to maintain a clean core in SAP environments, minimizing customizations that can complicate future upgrades and maintenance:

* Establish Regular Housekeeping Tasks (Option A):Routine housekeeping ensures the system is free of obsolete data and configurations, improving performance and simplifying management.

* Establish Release Management (Option B):An organized release management strategy is crucial to streamline updates, maintain clean configurations, and prevent conflicting customizations.

* Integrate Clean Core Practices in the End-to-End Value Process Chain (Option D):Embedding clean core principles across all business processes helps maintain consistency, standardize operations, and ensure the long-term maintainability of the system.

NO.27 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.28 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.29 When building the sm-mapping between People Profile and Candidate Profile to which data model does the second field-id reference?
* Candidate Data Model
* Candidate Profile template
* Succession Data Model
* Job Requisition template
When setting up sm-mapping between the People Profile and the Candidate Profile, the second field-id in the mapping references the Succession Data Model. The Succession Data Model defines the fields used in the People Profile, and sm-mapping is used to align these fields with those in the Candidate Profile.

* sm-mapping Configuration:

* In the configuration, the first field-id refers to the Candidate Profile template, while the second field-id links to the corresponding field in the Succession Data Model for the People Profile.

* Purpose of sm-mapping:

* This mapping allows data synchronization between the Candidate Profile and People Profile, ensuring consistent data across the system.

NO.30 Interview Scheduling and Outlook integration are enabled.

How are available time slots for an interview created in the system?
* Populated from the Career Portal of the interviewer
* Entered by the interviewer into Interview Central
* Entered by the interviewer into Interview
* Scheduling Populated from the Outlook calendar of the interviewer
When interview scheduling and Outlook integration are enabled, available time slots are automatically populated from the interviewer’s Outlook calendar, allowing the recruiting team to view and select suitable time slots for interviews.

* Steps to Configure:

* Ensure that Outlook integration for interview scheduling is enabled in Admin Center > Manage Recruiting Settings.

* The system will sync with the interviewer’s Outlook calendar to display available slots.

NO.31 When defining the field attribute overrides in the Application XML which of the following attributes determine which override(s) should trigger? Note: There are 2 correct answers to this question.
* State/Province of the Job Posting
* Country of the Job
* Country of the candidate

* Applicant type

NO.32 Where are the values located for the fields of “country” and “stateProvince” when the field type is derived?
* Set up Job Board Options
* Manage Recruiting Triggers
* Manage Recruiting Settings
* Picklist Center

NO.33 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

NO.34 How can cascading pre-screening questions be added into a customer’s instance?
* Directly in the Application XML
* Through the pre-screening questions import CSV file
* Recruiting users can create cascading questions manually in their Preferences tab
* Manually in the Questions library

NO.35 Which of the following location object data will populate into the job posting details when using the Map to Location Foundation Object field completion rule for Location in Recruiting Posting? Note: There are 3 correct answers to this question.
* State/Province
* Country/Region
* Postcode
* Language
* Location

NO.36 What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.
* An e-mail template needs to be assigned to the e-mail trigger.
* The J permission needs to be granted in the Candidate Application template.
* The e-mail trigger needs to be enabled in the Admin Center.
* The e-mail trigger needs to be enabled in the Job Requisition template.
To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:

* Assign an E-mail Template to the E-mail Trigger (Option A):Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

* Steps:

* Go to Admin Center > Manage Recruiting E-mail Templates.

* Select and configure the email template that matches the trigger you want to activate.

* Assign the template to the relevant email trigger.

NO.37 How many Application templates can be connected to one Job Requisition template?

* 1
* 2
* 3
* 4

NO.38 What permission must be assigned to a user so the user can post a job through Recruiting Posting?
* Recruiting Posting
* Manage Recruiting Posting
* OData API Job Requisition Export
* OData API Job Requisition Create

NO.39 You want to trigger e-mails by candidate status. Where is the trigger configured?
* In Edit Applicant Status Configuration
* In E-mail Notification Template Settings
* In Recruiting E-mail Triggers
* In Manage Recruiting E-mail Templates

NO.40 Which templates can be linked to the Offer Details template? Note: There are 2 correct answers to this question.
* Candidate Profile template
* Job Requisition template
* Candidate Application template
* Succession template

NO.41 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.42 Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.
* It can be used in all SAP S/4HANA Cloud editions.
* It can be accessed by using SAP For Me.
* Customers can use the dashboard in the dev test and production tenants.
* Customers can grant access to the dashboard to partners.

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