

# SAP C\_THR83\_2405

**SAP Certified Associate - Implementation Consultant - SAP  
SuccessFactors Recruiting: Recruiter Experience**

**Questions And Answers PDF Format:**

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**Topic: 1**

**Application Template**

## Question: 1

When creating multi-stage application permission blocks which of the following must be defined in the permission? Note: There are 2 correct answers to this question.

- A. Operator
- B. Applicant type
- C. Permission type (read or write)
- D. Status label

**Answer: A, C**

**Application Template**

## Question: 2

What triggers the country-specific overrides on an Application template?

- A. The country of the candidate captured in the Application template
- B. The derived country field in the Job Requisition template
- C. The country of the candidate captured in the Candidate Profile Template
- D. The country/region field used for candidate search filters in the Job Requisition template

**Answer: B**

**Application Template**

## Question: 3

Which of the following attributes can be used when defining fields on the Application XML? Note: There are 3 correct answers to this question.

- A. anonymize
- B. visibility
- C. sensitive
- D. public
- E. data-field

**Answer: A, C, D**

#### Application Template

### Question: 4

If a recruiter forwards a candidate's application (using the Forward as Applicant action) which of the following information can be accessed from the candidate's initial application? Note: There are 3 correct answers to this question.

- A. Previous application score
- B. Previous background check results
- C. Previous interview results
- D. Answers to pre-screening questions
- E. Previous application template name

**Answer: B, C, D**

#### Application Template

### Question: 5

What is the Anonymize Attribute intended for?

- A. To trigger the country override in the application
- B. To display candidate facing fields in the application
- C. To mark data as sensitive for read and change logging audits
- D. To hide personal identifiable information

**Answer: C**

#### Application Template

### Question: 6

What happens if you set the candidate application attribute sensitive to "true"?

- A. "Access or change this field" will be captured in the Read Audit Log.
- B. The field is considered for purging of personally identifying data.
- C. The field content is covered by \*\*\*
- D. The field is hidden unless an override is set.

**Answer: B**

#### Application Template

### Question: 7

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.

- A. State/Province of the Job Posting
- B. Country of the Job
- C. Country of the candidate
- D. Applicant type

**Answer: B, D**

#### Application Template

### Question: 8

Which step is required to connect an Application template to the Job Requisition template?

- A. Configure a new Application template with a new << template-name>.
- B. Connect the templates in Form Template Settings.
- C. Map the application template name in the Job Requisition template.
- D. Map the <application-status-set > in the Job Requisition template.

**Answer: C**

#### Application Template

### Question: 9

How many Application templates can be connected to one Job Requisition template?

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

D. 4

**Answer: A**

**Application Template**

**Question: 10**

A customer would like a certain field to be displayed to ALL candidates on the application regardless of the country of the job the candidate is applying for. In order for this to happen which configuration is required?

- A. The field must be permissioned to the Candidate operator in the Application XML.
- B. The field must be configured in the Candidate Profile.
- C. The field must be defined as public=true.
- D. The field must be included in the field attribute overrides.

**Answer: B**

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