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**Exam** : **C-THR83-1902**

**Title** : SAP Certified Application Associate - SAP SuccessFactors Recruiting Management (Core Configuration & ATS) Q1/2019

**Vendor** : SAP

**Version** : DEMO

**NO.1** Potential duplicate candidates are flagged based on the following criteria:

Please choose the correct answer.

Response:

- A. All of the above
- B. City
- C. Last Name
- D. First Name

**Answer:** A

**NO.2** For which of the Recruiting modules can you create custom help text?

There are 3 correct answers to this question.

Response:

- A. Offer approval
- B. Application (Candidate view and Recruiter view)
- C. Requisition
- D. Offer detail
- E. Interview Central

**Answer:** B,C,D

**NO.3** What is the purpose of adding a Recruiting team?

Please choose the correct answer.

Response:

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

**Answer:** B

**NO.4** If you find your statuses aren't displayed in the talent pipeline, which of the following could be the issue?

Please choose the correct answer.

Response:

- A. The status set is not marked as default
- B. Status was not properly enabled in back-end of the system
- C. No email notification is enabled in that status set
- D. The statuses are not enabled in Admin Central > Applicant Status Set configuration

**Answer:** D

**NO.5** Custom help text is available in which of the following templates:

There are 4 correct answers to this question.

Response:

- A. Interview Central
- B. Candidate Profile

- C. Job Requisition
- D. Offer Details
- E. Candidate Application

**Answer:** B,C,D,E

**NO.6** When building the sm-mapping between Employee Profile and Candidate Profile to which data model does the second field-id refer to?

Please choose the correct answer.

Response:

- A. Succession data model
- B. CPT data model
- C. CDM data model
- D. JRDM data model

**Answer:** A

**NO.7** What happens if a job requisition deleted?

Please choose the correct answer.

Response:

- A. The job requisition can be restored by the support team
- B. The job requisition can be restored in Provisioning
- C. The job requisition is permanently deleted from the database
- D. The job requisition can be restored in the Admin Center

**Answer:** D

**NO.8** What must be set up to automatically e-mail external candidates to inform them that their application has been received?

There are 2 correct answers to this question.

Response:

- A. The invite to Apply status needs to be enabled in the talent pipeline
- B. The trigger in Admin Center-->Recruiting E-mail Triggers must be enabled for Application updated by the Candidate.
- C. The default status needs to have an e-mail template associated to the external candidate
- D. An e-mail template needs to be configured.

**Answer:** A,D