



C_THR83_2211^{Q&As}

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QUESTION 1

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

- A. The country of the candidate captured in the candidate profile template
- B. The country of the candidate captured in the application template
- C. The country/region field used for candidate search filters in the job requisition template
- D. The derived country field in the job requisition template

Correct Answer: D

QUESTION 2

How do you defined permissions for job requisitions fields? 3 ans:

- A. Permission the J role for each field
- B. Define the permissions in the role based permissions section in the admin center
- C. Set the permissions to write or read for each field
- D. Add the operators for each permission block
- E. Assign a permission to a field for each status(pre approved, approved and closed)

Correct Answer: CDE

QUESTION 3

What filed-permission do you configure on the candidate profile template?

- A. Read and write for candidate only
- B. None, read, and write for candidates and dynamic groups
- C. None, Reard, and write dynamic groups only
- D. Read and write permissions for candidate and dynamic groups

Correct Answer: B

QUESTION 4

If you want to create and send an offer to your candidate, which of the FF feature permissions do you enable? 2 ans

- A. Interview assessments



- B. Offer approval
- C. Offer letter
- D. Background check

Correct Answer: BC

QUESTION 5

A recruiter CANNOT see the status "Phone Screening" Which of the following could be the cause of this problem? 2 correct ans

- A. The status "Phone screening" is NOT enabled in the Job Requisition template
- B. The status "Phone screening" is set as Hidden in the Application Template
- C. The status "Phone screening" is not set as visible by the recruiter
- D. The status "Phone screening" is not enabled in the talent pipeline

Correct Answer: CD

QUESTION 6

After testing the configuration of the job requisition and applicant status set, you realize the candidate is NOT able to see the pre-screening questions that have been added to the job request when initially applying to the position. What could have cause this issue?

- A. The appropriate feature-permission does NOT include the recruiter Role.
- B. The multi-stage application environment is enabled and the field-permission has not been included in the candidate application template.
- C. The single stage application environment is causing issue
- D. The multi stage-application environment is enabled tand the appropriate feature- permission has NOT been configured in the job requisition template

Correct Answer: A

QUESTION 7

How do you make Custom Fields reportable?

- A. Define the public="true" attribute in the template
- B. Add the fields in provisioning and synchronize the data
- C. Define the fields in the template



Correct Answer: B

QUESTION 8

How are an interviewers ratings of an applicant displayed to a recruiter? 2 correct ans

- A. As an average rating for each competency
- B. As approved or declined
- C. As a percentage D. As thumbs up or down

Correct Answer: AD

QUESTION 9

Which of the following are characteristics of standard e-mail notification template? 2 correct ans

- A. Standard templated can be deleted in Provisioning
- B. Some templates are predefined for Recruiting
- C. All standard templated are enabled by default
- D. Some templated are shared with other modules

Correct Answer: BD

QUESTION 10

Where can update current pre-screening question or assign pre-screening question to a requisition? 2 correct ans

- A. Job Requisition
- B. Candidate Profile
- C. Import Question Library
- D. Candidate Summary

Correct Answer: AC

QUESTION 11

In order to associate a job requisition to an approval workflow what must be done? 2 ans.

- A. Multiple route maps can be associated to one job requisition template
- B. The job requisition must be associated to the appropriate route map in form template settings



C. A route map must be created and configured in admin center

D. A business rule to trigger the approval workflow must be created in admin center > configure business rules.

Correct Answer: BC

QUESTION 12

What permissions must be assigned to a user so the user can post a job through recruiting postings?

A. Manage Recruiting Posting

B. OData API job requisition Export

C. Recruiting Posting Permission

D. Odata Api job requisition Create

Correct Answer: BC

QUESTION 13

What needs to be configured to enable recruiting email triggers?

A. The email trigger needs to be enabled in the job requisition template

B. An email template needs to be assigned to the email trigger

C. The J permission needs to be granted in the candidate application template

D. The email triggers needs to be enabled in admin center

Correct Answer: BD

QUESTION 14

What is the purpose of a job board credit?

A. To pay recruiting posting tot complete the job posting

B. To pay a customer by job board when a new job is posted to the job board

C. To pay a customer by recruiting posting when a new posting profile is created

D. To pay a job board to complete job posting

Correct Answer: A

QUESTION 15



What happens when a job board is marked as preselected?

- A. The job board is available for the posting but the job does NOT have to be posted to this job board
- B. The job board is available for the posting profile and the job must be posted to this job board.
- C. The job board is available for the posting profile and the job will be posted to this job board if NOT removed from the list during the posting process.

Correct Answer: C

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