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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• Job Requisition Enablement: This section of the exam assesses the knowledge of Recruiting Analysts in enabling and managing job requisition templates. It focuses on permissions, fields, and configuration elements necessary for defining job openings within the system.
Topic 2	• Offer: This section of the exam measures the skills of SAP Consultants in configuring offer templates and the offer approval process. It includes the setup required to ensure seamless offer creation, routing, and document generation.
Topic 3	• Setting Up the Instance: This section of the exam measures skills of SAP Consultants and covers the foundational steps required to configure a SuccessFactors instance for Recruiting Management. It includes understanding provisioning settings and initial system setup tasks that enable core recruiting functionality.
Topic 4	• Recruiting Posting: This section of the exam evaluates the skills of SAP Consultants in setting up and maintaining Recruiting Posting. It includes job board integration and configuration to support multi-channel job distribution and monitoring.

Topic 5	• Candidate Profile Template: This section of the exam measures skills of Recruiting Analysts in configuring the candidate profile template. It includes the layout, field usage, and integration of candidate data to streamline talent acquisition and evaluation.
Topic 6	• Advanced Job Requisition Settings: This section of the exam evaluates the ability of SAP Consultants to handle advanced configuration of job requisitions. It includes field mapping, custom tokens, and XML configurations that enhance the requisition process.
Topic 7	• Candidate Management: This section of the exam evaluates the knowledge of Recruiting Analysts in managing candidates through the recruiting process. It covers status handling, talent pools, and system behavior as candidates move through different stages.
Topic 8	• Application Template: This section of the exam assesses the ability of SAP Consultants to configure and maintain the application template. It includes customization of the candidate application process to ensure that data collection aligns with business requirements.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q52-Q57):

NEW QUESTION # 52
Where can you find a list of all job boards available through Recruiting Posting? Note: There are 2 correct answers to this question.

- A. Job Board catalogue on SAP Jams and Communities
- B. My school job boards
- C. Job Board Market Place
- D. My job boards

Answer: A,C

Explanation:
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.
Reference:
Explanation of Incorrect Options:
Option A - My school job boards: This is not a standard feature for accessing all job boards.
Option B - My job boards: This refers to job boards specifically selected by the user, not the full catalogue.

NEW QUESTION # 53
When building the sm-mapping between People Profile and Candidate Profile to which data model does the second field-id

reference?

- A. Candidate Profile template
- B. Succession Data Model
- C. Candidate Data Model
- D. Job Requisition template

Answer: B

Explanation:
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.
: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring sm-mapping between Candidate Profile and People Profile.

NEW QUESTION # 54
Which templates can be linked to the Offer Details template? Note: There are 2 correct answers to this question.

- A. Candidate Profile template
- B. Job Requisition template
- C. Candidate Application template
- D. Succession template

Answer: B,C

Explanation:
In SAP SuccessFactors Recruiting, the Offer Details template can link to the Job Requisition template and Candidate Application template. This linkage helps populate offer details based on requisition and candidate-specific data.
* Job Requisition Template (Option B):The offer details can draw job-specific information from the requisition template, such as job title and compensation.
* Candidate Application Template (Option C):Data from the candidate's application can also be included, allowing personalized offer content based on the candidate's information.
: SAP SuccessFactors Recruiting Management Implementation Guide - Linking Offer Details with Other Templates.
Explanation of Incorrect Options:
Option A - Candidate Profile template: This template is separate and does not directly link with the Offer Details template.
Option D - Succession template: This is used in SAP SuccessFactors Succession Planning, not Recruiting.

NEW QUESTION # 55
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. Status label
- B. Operator
- C. Applicant type
- D. Permission type (read or write)

Answer: B,D

Explanation:
In multi-stage application settings, each permission block must define certain elements to control access for different stages of the application process:
Operator (Option A):

The operator refers to users involved in the recruiting process, such as hiring managers, recruiters, and approvers. Each permission block must define the operator to specify who has access to the application stage.
Steps:
Go to Admin Center > Manage Recruiting Roles.
Configure each operator's access to the relevant stage.
Reference:
Permission Type (read or write) (Option C):
Each permission block must also specify the type of access-either read or write-allowing you to control who can view or edit application information at a given stage.
Steps:
In the Application Template XML, define the read/write access for each stage and operator.
Explanation of Incorrect Options:
Option B: Applicant type does not need to be specified in each permission block; permissions are applied based on stages and roles.
Option D: Status labels are not required in permission blocks; they are typically used for candidate status tracking.

NEW QUESTION # 56
What is the effect of activating the Profile Before Application feature?

- A. A candidate's application can be admitted late to the selection process.
- B. A candidate needs to complete their profile before being able to search for a position.
- C. The registration via LinkedIn on career sites is now available.
- D. A candidate needs to complete their profile before being able to send an application.

Answer: D

Explanation:
When the Profile Before Application feature 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.
Reference:
Explanation of Incorrect Options:
Option A: Profile completion is required before sending an application, not before searching.
Option C: LinkedIn registration is unrelated to this feature.
Option D: Profile Before Application does not influence the timing of application admission.

NEW QUESTION # 57
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