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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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	<ul style="list-style-type: none">E-mail Notifications: This section of the exam assesses the ability of Recruiting Analysts to manage e-mail triggers and notification templates. It includes configuration of communication settings to support automated messaging during the recruiting cycle.
Topic 4	<ul style="list-style-type: none">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 5	<ul style="list-style-type: none">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 6	<ul style="list-style-type: none">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	<ul style="list-style-type: none"> • 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.
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C-THR83-2505 Exam Simulation: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience & C-THR83-2505 Certification Training

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q53-Q58):

NEW QUESTION # 53

Where can you update current pre-screening questions or assign pre-screening questions to a requisition?

Note: There are 2 correct answers to this question.

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

Answer: B,D

Explanation:

Pre-screening questions for candidates can be updated and assigned to a job requisition using the following options:

* Job Requisition (Option C): Pre-screening questions can be assigned directly to a job requisition, allowing candidates to answer these questions during the application process.

* Import Question Library (Option D): Questions can be managed through the Import Question Library, enabling administrators to add or modify pre-screening questions and then assign them to job requisitions as needed.

: SAP SuccessFactors Recruiting Management Implementation Guide - Managing Pre-screening Questions and Question Libraries. Explanation of Incorrect Options:

Option A - Candidate Summary: This area provides a summary of candidate information and is not used for configuring pre-screening questions.

Option B - Candidate Profile: This holds information about the candidate but does not manage pre- screening questions for requisitions.

NEW QUESTION # 54

What are the options to implement an offer approval? Note: There are 2 correct answers to this question.

- **A. It can be implemented to link the offer to the candidate profile.**
- B. It can be implemented to include a pre-configured workflow approval.
- C. It can be implemented to be used on a mobile device.
- D. It can be implemented to contain offer letter tokens.

Answer: A

NEW QUESTION # 55

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.

- A. Background Check
- B. Offer Letter
- C. Offer Approval
- D. Interview Assessment

Answer: B,C

Explanation:

To create and send an offer to a candidate in SAP SuccessFactors Recruiting, the permissions for Offer Approval and Offer Letter must be enabled. These permissions allow the recruiter to initiate the offer process, complete any required approvals, and generate the offer letter for the candidate.

* Offer Approval (Option A): This permission enables the process of approving the offer, ensuring all necessary approvals are in place before the offer is sent to the candidate.

* Offer Letter (Option C): This permission allows the recruiter to create and generate the offer letter document, which is then sent to the candidate.

* Steps to Configure:

* Go to Admin Center > Manage Permission Roles.

* Assign the Offer Approval and Offer Letter permissions to the appropriate user roles.

: SAP SuccessFactors Recruiting Management Implementation Guide - Offer Approval and Offer Letter Permissions.

Explanation of Incorrect Options:

Option B - Background Check: Background checks are related to candidate vetting, not the offer creation or approval process.

Option D - Interview Assessment: Interview assessment permissions are used for evaluating candidates, not for creating or sending offers.

NEW QUESTION # 56

What is the purpose of a job board credit?

- A. To pay a customer by Recruiting Posting when a new Posting Profile is created
- B. To pay a job board to complete a job posting
- C. To pay a customer by job board when a new job is posted to the job board
- D. To pay Recruiting Posting to complete the job posting

Answer: B

Explanation:

A job board credit in SAP SuccessFactors Recruiting Posting is a unit or token used to pay a job board for posting a job. Many job boards operate on a credit system where each job posting requires one or more credits for the job to be posted publicly.

Job Board Credit Usage:

When an organization posts a job to an external job board, Recruiting Posting deducts the required number of credits from the organization's account with that job board. This allows the job board to complete and publish the job posting.

Reference:

Explanation of Incorrect Options:

Options A, B, and D do not accurately describe the purpose of a job board credit, which is specifically used to pay job boards for job postings.

NEW QUESTION # 57

A Recruiter CANNOT see the status "Phone Screening".

Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The status "Phone Screening" is NOT enabled in the Talent Pipeline.
- B. The status "Phone Screening" is NOT set as Visible by the Recruiter.
- C. The status "Phone Screening" is NOT enabled in the Job Requisition template.
- D. The status "Phone Screening" is set as "hidden" in the Application template.

Answer: A,B

Explanation:

If a recruiter cannot see the "Phone Screening" status, it could be due to the following reasons:

* Status Not Enabled in the Talent Pipeline (Option A): The Talent Pipeline is configured to control the visibility and sequence of application statuses. If "Phone Screening" is not enabled in the Talent Pipeline, it will not appear in the recruiting workflow.

* Status Not Visible to the Recruiter (Option D): Visibility settings control who can view each status. If "Phone Screening" is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.

* Steps to Check:

* Go to Admin Center > Edit Applicant Status Configuration and ensure that "Phone Screening" is enabled in the pipeline and set as visible to the recruiter role.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Talent Pipeline and Status Visibility.

Explanation of Incorrect Options:

Option B - Status in Job Requisition Template: Status visibility is configured in the Talent Pipeline, not the Job Requisition template.

Option C - Hidden in Application Template: Statuses are not managed within the Application template; they are controlled in the Talent Pipeline.

NEW QUESTION # 58

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