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SAP CERTIFICATION

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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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.
Topic 3	<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 4	<ul style="list-style-type: none"> 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	<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 6	<ul style="list-style-type: none"> 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.
Topic 7	<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 8	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q12-Q17):

NEW QUESTION # 12

What needs to be enabled for an external candidate to accept an online offer without using an eSignature?

- A. Enable DocuSign integration for eSignatures.
- B. Enable role-based permissions (RBP) for candidates.
- C. Enable an e-mail template that has the online offer token directing candidates to the Career Portal.**
- D. Enable candidate privacy in Provisioning.

Answer: C

Explanation:

For external candidates to accept an online offer without using an eSignature, an email template containing a token that directs candidates to the Career Portal is required. This token allows candidates to access the online offer acceptance page directly.

* Configure the Email Template with Online Offer Token:

* Go to Admin Center > Manage Recruiting Email Templates.

* Create or edit an email template to include the online offer token, which provides candidates with a link to review and accept their offer on the Career Portal.

* Testing the Online Offer Process:

* Send a test offer to verify that the link directs candidates to the offer acceptance page without requiring an eSignature.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Online Offer Acceptance without eSignature.

Explanation of Incorrect Options:

B (Enable candidate privacy) and D (Enable RBP for candidates) do not directly enable the online offer acceptance without eSignature.

C (Enable DocuSign integration) is relevant for eSignatures but is not necessary if the organization opts not to use eSignatures for online offers.

NEW QUESTION # 13

What token should be used to direct a candidate to an online offer?

- A. [[CAREER_SITE_URL]]
- B. [[LOGIN_URL]]
- C. **[[CANDIDATE_OFFER_URL]]**
- D. [[APPLICATION_PAGE_URL]]

Answer: C

Explanation:

The [[CANDIDATE_OFFER_URL]] token is used to direct a candidate to view their offer online in SAP SuccessFactors. When included in an email template, this token generates a link that directs the candidate to the online offer letter or offer acceptance page.

* Steps to Use:

* Insert the token [[CANDIDATE_OFFER_URL]] in the offer email template to ensure candidates can directly access their online offer.

: SAP SuccessFactors Recruiting Management Implementation Guide - Tokens for Offer Letters and Offer Emails.

Explanation of Incorrect Options:

Option B - [[LOGIN_URL]]: This token directs to the general login page, not the specific offer.

Option C - [[APPLICATION_PAGE_URL]]: This token is for accessing the application page, not the offer.

Option D - [[CAREER_SITE_URL]]: This token directs to the career site rather than the specific offer.

NEW QUESTION # 14

Which of the following location object data will populate into the job posting details when using the Map to Location Foundation Object field completion rule for Location in Recruiting Posting? Note: There are 3 correct answers to this question.

- A. Language
- B. **Country/Region**
- C. Postcode
- D. State/Province
- E. **Location**

Answer: B,C,E

NEW QUESTION # 15

How can cascading pre-screening questions be added into a customer's instance?

- A. Recruiting users can create cascading questions manually in their Preferences tab
- B. Manually in the questions library
- C. Directly in the Application XML
- D. **Through the pre-screening questions import CSV file**

Answer: D

Explanation:

Cascading pre-screening questions, which are questions that adapt based on previous responses, can be added to a customer's SAP SuccessFactors instance through the pre-screening questions import CSV file. This allows administrators to manage complex question setups that dynamically change based on candidate input.

Steps to Configure:

Prepare a CSV file containing the cascading questions and the conditions for each question.

Go to Admin Center > Import Pre-Screening Questions and upload the CSV file.

Reference:

Explanation of Incorrect Options:

Option A - Application XML: Pre-screening questions are not directly added to the Application XML.

Option C - Preferences Tab: Recruiting users cannot create cascading questions manually in their preferences.

Option D - Manually in the Questions Library: Cascading functionality is set up via CSV import, not manually in the question library.

NEW QUESTION # 16

If a customer requires the Requisition Status field to automatically update when the Job Requisition has successfully completed the approval process (route map) which of the following needs to be configured?

- A. The due date of the Route Map must be configured in Manage Route Maps to ensure the approval is completed on time.
- B. The picklist value for the Open status must be configured as 99999.
- **C. The default Job Requisition Status when a requisition is created or approved must be configured in Manage Recruiting Settings.**
- D. The Form Template settings must be configured to auto-populate the picklist field in the Job Requisition.

Answer: C

Explanation:

To ensure that the Requisition Status field updates automatically after a job requisition completes the approval process, the default status settings for approved requisitions must be configured in Manage Recruiting Settings.

Steps to Configure:

Go to Admin Center > Manage Recruiting Settings.

Set the default status for requisitions upon creation and approval to ensure the Requisition Status field reflects the correct status automatically after the approval process.

Reference:

Explanation of Incorrect Options:

Option A - Route Map due date: While route maps help manage the approval process, they do not affect the automatic status update of the requisition.

Option C - Picklist value for Open status: Setting a picklist value to 99999 does not control the automated status update.

Option D - Form Template settings: These settings are not responsible for updating requisition status based on approval.

NEW QUESTION # 17

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