

# New C\_THR83\_2505 Test Topics, C\_THR83\_2505 Official Study Guide



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## SAP C\_THR83\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 6	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>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.</li> </ul>

>> NewC\_THR83\_2505 Test Topics <<

## SAP - C\_THR83\_2505 - Useful New SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Test Topics

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q24-Q29):

#### NEW QUESTION # 24

How many Candidate Profile Templates can you configure in an instance?

- A. One for each Job Requisition template
- B. One for internal candidates and one for each external career site
- C. One for all candidates
- D. One for internal candidates and one for external candidates**

#### Answer: D

Explanation:

In SAP SuccessFactors, only two Candidate Profile Templates can be configured per instance: one template for internal candidates and one for external candidates. This setup ensures that both internal and external candidates have tailored profiles with relevant fields based on their unique needs.

\* Configuration Details:

\* Internal and external candidate profiles are configured separately to cater to different recruiting processes and visibility requirements.

\* This configuration is done through the Candidate Profile Template XML in Provisioning or Admin Center.

: SAP SuccessFactors Recruiting Management Implementation Guide - Candidate Profile Templates for Internal and External Candidates.

Explanation of Incorrect Options:

Option A - One for all candidates: SAP SuccessFactors supports separate profiles for internal and external candidates.

Option B - One for each Job Requisition template: The candidate profile template is not tied to individual requisition templates.

Option D - One for each external career site: Only a single external candidate profile template is allowed for all external sites.

#### NEW QUESTION # 25

What is the Anonymize Attribute intended for?

- A. To hide personal identifiable information
- B. To display candidate facing fields in the application
- C. To trigger the country override in the application

- D. To mark data as sensitive for read and change logging audits

**Answer: D**

#### NEW QUESTION # 26

What must you do to request access to a customer's Provisioning?

- A. Gain customer approval to access their instance.
- B. Assign the customer to your Provisioning ID.
- C. Enable Company Settings in Provisioning for the customer.
- D. Have access to the customer's signed contract.

**Answer: A**

Explanation:

Access to a customer's Provisioning environment in SAP SuccessFactors requires prior authorization from the customer. Gaining customer approval is mandatory because Provisioning contains critical backend settings that can impact system functionality, configuration, and data security.

Steps to Gain Access:

Obtain explicit customer approval through official channels, often documented through emails or formal requests.

This approval is necessary before logging into the customer's Provisioning instance, and it may also involve compliance with additional access protocols or agreements.

Reference:

Explanation of Incorrect Options:

Option A - Customer's signed contract: The signed contract does not provide access authorization to Provisioning.

Option C - Assign the customer to your Provisioning ID: Access is not obtained by assigning IDs; it requires specific approval.

Option D - Enable Company Settings in Provisioning: This is not an access requirement but a configuration task within Provisioning.

#### NEW QUESTION # 27

Where do you grant a user access to Recruiting E-mail Templates?

- A. In Provisioning # Company Settings
- B. In Admin Center # Manage Recruiting Settings
- C. In Provisioning # Managing Recruiting
- D. In Admin Center # Manage Permission Roles

**Answer: D**

Explanation:

To grant a user access to Recruiting Email Templates, permissions must be assigned via Manage Permission Roles in Admin Center. Permissions control which users or roles can access, view, and manage recruiting email templates.

\* Steps to Grant Access:

\* Go to Admin Center > Manage Permission Roles.

\* Select the role for which you want to grant access to email templates.

\* In the role permissions, navigate to Recruiting Permissions and check the option for Manage Recruiting Email Templates.

\* Save the changes to apply the permissions.

: SAP SuccessFactors Recruiting Management Security and Permissions Guide - Recruiting Permissions section.

Explanation of Incorrect Options:

Option A - In Provisioning # Company Settings: Provisioning is used primarily for backend configurations and system setup, but it does not directly control user access permissions to email templates.

Option B - In Admin Center # Manage Recruiting Settings: This area allows configuration of recruiting-related settings but does not control user-specific permissions.

Option C - In Provisioning # Managing Recruiting: Provisioning is not where user access to recruiting email templates is configured.

#### NEW QUESTION # 28

What could cause an automated e-mail notification to be triggered? Note: There are 2 correct answers to this question.

- A. A change in a candidate password

- B. A change in an applicant status
- C. A change in the label of a status
- D. A change in the setup of a pre-screening question

**Answer: A,B**

## NEW QUESTION # 29

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