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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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.

- **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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q76-Q81):

NEW QUESTION # 76

When defining feature-permissions in the Job Requisition template which information is required? Note: There are 3 correct answers to this question.

- A. Feature Type
- B. Applicant Status Name
- C. Field ID
- D. Operator Role
- E. Applicant Status Label

Answer: A,B,D

NEW QUESTION # 77

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

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

Answer: A

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.

Reference:

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 # 78

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Define roles and responsibilities as part of a process transformation office.
- **B. Establish regular housekeeping tasks and procedures.**
- **C. Integrate clean core practices in the end-to-end value process chain.**
- **D. Establish release management.**
- E. Establish an organizational structure technical foundation and transformation methodology for clean core.

Answer: B,C,D

Explanation:

SAP recommends several guiding principles to maintain a clean core in SAP environments, minimizing customizations that can complicate future upgrades and maintenance:

* Establish Regular Housekeeping Tasks (Option A): Routine housekeeping ensures the system is free of obsolete data and configurations, improving performance and simplifying management.

* Establish Release Management (Option B): An organized release management strategy is crucial to streamline updates, maintain clean configurations, and prevent conflicting customizations.

* Integrate Clean Core Practices in the End-to-End Value Process Chain (Option D): Embedding clean core principles across all business processes helps maintain consistency, standardize operations, and ensure the long-term maintainability of the system.

: SAP Clean Core Strategy Guide - Principles and Best Practices for SAP S/4HANA and SuccessFactors.

Explanation of Incorrect Options:

Option C - Define roles and responsibilities: While important, this is not a specific guiding principle for a clean core.

Option E - Establish organizational structure for clean core: This focuses more on team structure than on core system practices.

NEW QUESTION # 79

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

Answer: B,C

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 # 80

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

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

Answer: C

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.

Reference:

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 # 81

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