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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"> 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 3	<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 4	<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 5	<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 6	<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 7	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q60-Q65):

NEW QUESTION # 60

In Admin Center where would you configure the e-mail template that is associated with the requisition route map?

- A. Manage Recruiting Groups
- B. Manage Recruiting Settings
- C. E-mail Template Notification Settings
- D. Manage Offer Letter Template

Answer: C

Explanation:

To configure an email template associated with a requisition route map in SAP SuccessFactors Recruiting, administrators must use the E-mail Template Notification Settings. This is where email templates tied to various actions in the recruiting process, including requisition approval workflows (route maps), are managed and assigned.

* Steps to Configure:

* Go to Admin Center > E-mail Template Notification Settings.

* Within this section, locate the templates associated with requisition events or requisition route maps.

* Customize or assign the appropriate email template based on the route map stage or approval action for requisitions.

: SAP SuccessFactors Recruiting Management Implementation Guide - Requisition Route Map and Email Notifications sections.

Explanation of Incorrect Options:

Option A - Manage Recruiting Groups: This option is used to define recruiting groups for managing permissions across recruiting users, not for configuring email templates.

Option B - Manage Recruiting Settings: This setting allows configuration of general recruiting preferences but does not manage specific email templates.

Option C - Manage Offer Letter Template: This option is used exclusively for configuring offer letter templates, not requisition-related emails.

NEW QUESTION # 61

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. Interview Assessment
- D. Offer Approval

Answer: B,D

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 # 62

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

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

Answer: A,B

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 # 63

What happens when the Candidate Profile background element is mapped to the People Profile background element? Note: There are 2 correct answers to this question.

- A. The Candidate Profile data is populated to the People Profile.
- B. Only the standard elements pre-populate in the People Profile.
- C. Only standard elements pre-populate the Candidate Profile.
- D. The People Profile data is populated to the Candidate Profile.

Answer: A,C

NEW QUESTION # 64

In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note: There are 2 correct answers to this question.

- A. Job Profile Builder must be configured.
- B. The competencies field must be defined in the Job Requisition template.
- C. The Job Description library must be configured for each job family and role.
- D. Families and Roles are implemented and maintained with competencies mapped.

Answer: B,D

NEW QUESTION # 65

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