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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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	• 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	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q70-Q75):

NEW QUESTION # 70
Which of the following attributes can be used when defining fields on the Application XML?
Note: There are 3 correct answers to this question.

- A. anonymize
- B. sensitive
- C. visibility
- D. data-field
- E. public

Answer: A,B,E

NEW QUESTION # 71
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. Location
- C. Postcode
- D. Country/Region
- E. State/Province

Answer: B,C,D

NEW QUESTION # 72
You need to set up a route map step where the Hiring Manager reviews a job requisition during the creation process. This hiring manager does NOT necessarily need to be the person who creates the form.
What needs to be configured in the first step of the Route Map? Note: There are 2 correct answers to this question.

- A. The Originator role needs to be added to the modify step.
- B. The Hiring Manager (G) needs to be added to the modify step.
- C. The modify step needs to be configured as a single role type.
- D. The modify step should be configured as an iterative or collaborative step depending on the requirements of the customer.

Answer: B,D

Explanation:
To allow the Hiring Manager to review the job requisition during its creation, the Route Map should be configured as follows:
* Add Hiring Manager (G) to Modify Step (Option B):
* This configuration allows the Hiring Manager to review and, if necessary, modify the job requisition without being the form's creator. Assigning the G role to the modify step grants them this permission.
* Configure as Iterative or Collaborative Step (Option D):
* Set the modify step as collaborative if multiple roles need concurrent access to review, or iterative if each reviewer should access the requisition one after another.
: SAP SuccessFactors Recruiting Management Implementation Guide - Setting Up Modify Steps in Route Maps.

Explanation of Incorrect Options:

Option A: The Originator role would apply only if the creator of the requisition must participate in this modify step.

Option C: Configuring a single role type restricts access to one user, limiting flexibility in a review process that might require multiple reviewers.

NEW QUESTION # 73

Where are background elements mapped to synchronize the data between People Profile and the Candidate Profile?

- **A. In the Candidate Profile template**
- B. In the Job Requisition template
- C. In the Application template
- D. In the Succession Data Model

Answer: A

Explanation:

Background elements, which allow for the capture of information such as previous employment or education, are mapped within the Candidate Profile template. This mapping supports synchronization between the People Profile and Candidate Profile.

Steps to Configure:

In the Candidate Profile template, define the mapping for background elements that should sync with the People Profile.

This mapping will ensure that relevant candidate information flows between the profiles seamlessly.

Reference:

Explanation of Incorrect Options:

Option A - Job Requisition Template: The requisition template does not handle candidate profile background mappings.

Option B - Succession Data Model: The Succession Data Model is unrelated to Candidate Profile background element mapping.

Option D - Application Template: Background elements are mapped specifically in the Candidate Profile template, not the Application template.

NEW QUESTION # 74

What field-permission do you configure on the Candidate Profile template?

- A. Read and write for candidates only
- **B. Read and write permissions for candidates and dynamic groups**
- C. None read and write for candidates and dynamic groups
- D. None read and write for dynamic groups only

Answer: B

Explanation:

On the Candidate Profile template, you configure read and write permissions to control access for both candidates and dynamic groups. This allows granular control over which sections of the profile are editable or visible to specific users or groups.

* Steps to Configure:

* Go to the Candidate Profile template XML configuration.

* Define the appropriate read and write permissions for fields based on roles or dynamic groups.

: SAP SuccessFactors Recruiting Management Data Model Guide - Configuring Permissions in the Candidate Profile Template.

Explanation of Incorrect Options:

Option B - None read and write for candidates and dynamic groups: The absence of read and write permissions would limit visibility and editing functions.

Option C - None read and write for dynamic groups only: Permissions can be set selectively, but both candidates and dynamic groups commonly have permissions set.

Option D - Read and write for candidates only: Permissions are typically defined for both candidates and groups, not candidates only.

NEW QUESTION # 75

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