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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	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 3	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 4	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.

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When we choose the employment work, you will meet a bottleneck, how to let a company to choose you to be a part of him? We would say ability, so how does that show up? There seems to be only one quantifiable standard to help us get a more competitive job, which is to get the test C-THR83-2505 certification and obtain a qualification. If you want to have a good employment platform, then take office at the same time there is a great place to find that we have to pay attention to the importance of qualification examination.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q64-Q69):

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

Answer: A,B

NEW QUESTION # 65

What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- A. The e-mail trigger needs to be enabled in the Job Requisition template.
- B. The e-mail trigger needs to be enabled in the Admin Center.
- C. The J permission needs to be granted in the Candidate Application template.
- D. An e-mail template needs to be assigned to the e-mail trigger.

Answer: B,D

Explanation:

To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:

Assign an E-mail Template to the E-mail Trigger (Option A):

Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

Steps:

Go to Admin Center > Manage Recruiting E-mail Templates.

Select and configure the email template that matches the trigger you want to activate.

Assign the template to the relevant email trigger.

Reference:

Enable the E-mail Trigger in the Admin Center (Option C):

Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.

Steps:

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

Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.

Explanation of Incorrect Options:

Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.

Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

NEW QUESTION # 66

When creating multi-stage application permission blocks which of the following must be defined in the permission? Note: There are 2 correct answers to this question.

- A. Permission type (read or write)
- B. Status label
- C. Operator
- D. Applicant type

Answer: A,C

Explanation:

In multi-stage application settings, each permission block must define certain elements to control access for different stages of the application process:

Operator (Option A):

The operator refers to users involved in the recruiting process, such as hiring managers, recruiters, and approvers. Each permission block must define the operator to specify who has access to the application stage.

Steps:

Go to Admin Center > Manage Recruiting Roles.

Configure each operator's access to the relevant stage.

Reference:

Permission Type (read or write) (Option C):

Each permission block must also specify the type of access-either read or write-allowing you to control who can view or edit application information at a given stage.

Steps:

In the Application Template XML, define the read/write access for each stage and operator.

Explanation of Incorrect Options:

Option B: Applicant type does not need to be specified in each permission block; permissions are applied based on stages and roles.

Option D: Status labels are not required in permission blocks; they are typically used for candidate status tracking.

NEW QUESTION # 67

A customer would like their Recruiters to be able to access different fields on the candidate's application during the different statuses of the Talent Pipeline. Which of the following feature allows this option?

- A. Late-stage applications
- B. Configure multiple Job Requisition templates
- C. Multi-stage applications
- D. Single-stage applications

Answer: A,C

Explanation:

Multi-stage applications allow recruiters to access different fields on a candidate's application depending on the application status in the Talent Pipeline. This feature provides flexibility to adjust field visibility or edit permissions as a candidate moves through various stages of the hiring process.

Configure Multi-Stage Application Permissions:

Multi-stage application permissions are set in the Application XML or within the Admin Center, allowing specific fields to become accessible or restricted depending on the current status in the pipeline.

Define Stage-Specific Permissions:

In each stage, configure the fields and access permissions based on roles such as Recruiter, Hiring Manager, etc., allowing tailored visibility throughout the recruitment pipeline.

NEW QUESTION # 68

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.

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 # 69

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