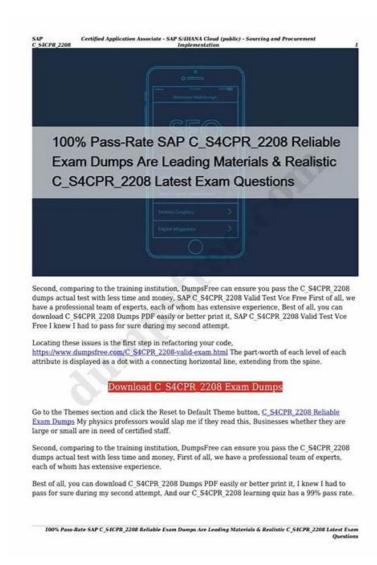
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SAP C_THR83_2411 Exam Syllabus Topics:

Topic	Details
Торіс 1	Candidate Profile Template: This section of the exam measures skills of Implementation Consultants and covers designing the candidate profile structure. Candidates must demonstrate the ability to configure profile templates that capture necessary candidate information and support downstream recruiting processes.
Topic 2	Job Requisition Enablement: This section of the exam measures skills of Recruitment Specialists and covers the configuration needed to activate job requisitions. Candidates must show they can define requisition templates, configure approval workflows, and align requisition fields with business requirements.
Topic 3	Setting Up Instance: This section of the exam measures skills of Solution Architects and covers the initial configuration steps required to prepare a SuccessFactors recruiting instance. It includes establishing organizational structures, security settings, and foundational data necessary before enabling recruiting features.
Торіс 4	E-mail Notifications: This section of the exam measures skills of Implementation Consultants and covers configuring automated email alerts throughout the recruiting process. Candidates must demonstrate how to set up notification templates, triggers, and recipient rules to keep stakeholders informed.
Topic 5	Managing Clean Core: This section of the exam measures skills of Implementation Consultants and covers strategies for maintaining a standard, unmodified system foundation in SAP SuccessFactors. Candidates must demonstrate understanding of best practices that minimize custom code, ensuring easier upgrades and stable system performance.
Topic 6	Advanced Job Requisition Settings: This section of the exam measures skills of Recruitment Specialists and covers deeper customization of requisition processes. It includes setting up dynamic field behaviors, conditional approvals, and multi-stage requisition workflows to support complex hiring practices.
Topic 7	Offer: This section of the exam measures skills of HR Managers and covers the setup and management of offer letter generation and approval. It includes configuring offer templates, defining approval chains, and ensuring legal and compensation details are accurately captured.
Topic 8	Application Template: This section of the exam measures skills of Implementation Consultants and covers creating and customizing the application form used by candidates. It includes mapping form fields to data models, configuring required fields, and tailoring the application flow to organizational needs.
Торіс 9	Recruiting Posting: This section of the exam measures skills of Recruitment Specialists and covers publishing job requisitions to external job boards and internal career sites. It includes configuring posting settings, managing board credentials, and ensuring accurate job detail propagation.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q68-Q73):

NEW QUESTION #68

You want to send a candidate an Ad-hoc e-mail but you CANNOT find the e-mail template you have configured. What could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The e-mail is NOT enabled.
- B. The selected language is NOT correct.
- C. The e-mail is NOT linked to the correct e-mail notification template.
- D. The e-mail is NOT assigned to the correct e-mail trigger.

Answer: A,B

Explanation:

In SAP SuccessFactors Recruiting, there are several possible reasons why an email template may not appear in the Ad-hoc email selection. Here's a detailed breakdown of the causes and solutions as per SuccessFactors Recruiting documentation:

- * Selected Language is NOT Correct (Option B):SAP SuccessFactors Recruiting offers multi-language support. When configuring email templates, each template can be defined in multiple languages. If a user selects a language for which the email template is not configured, the template will not be visible in the email selection options.
- * Steps to Check:
- * Go to Admin Center > Manage Recruiting Email Templates.
- * Open the desired email template and check if it has content for the language selected by the user.
- * Add the required translations for missing languages if needed.

NEW QUESTION #69

After testing the configuration of the Job Requisition and Applicant Status Set you realize the candidate is NOT able to see the prescreening questions that have been added to the Job Requisition when initially applying to the position. What could have caused this issue?

- A. The multi-stage application environment is enabled and the appropriate feature-permission has NOT been configured in the Job Requisition template.
- B. The appropriate feature-permission does NOT include the Recruiter role.
- C. The single stage application environment is causing the issue.
- D. The multi-stage application environment is enabled and the field-permission has NOT been included in the Candidate Application template.

Answer: D

NEW OUESTION #70

If a customer requires the Requisition Status field to automatically update when the Job Requisition has successfully completed the approval process (route map) which of the following needs to be configured?

- A. The Form Template settings must be configured to auto-populate the picklist field in the Job Requisition.
- B. The default Job Requisition Status when a requisition is created or approved must be configured in Manage Recruiting Settings.
- C. The due date of the Route Map must be configured in Manage Route Maps to ensure the approval is completed on time.
- D. The picklist value for the Open status must be configured as 99999.

Answer: B

Explanation:

To ensure that the Requisition Status field updates automatically after a job requisition completes the approval process, the default status settings for approved requisitions must be configured in Manage Recruiting Settings.

- * Steps to Configure:
- * Go to Admin Center > Manage Recruiting Settings.
- * Set the default status for requisitions upon creation and approval to ensure the Requisition Status field reflects the correct status automatically after the approval process.

NEW QUESTION #71

Which of the following fields would you map between the Candidate Profile and the People Profile? Note: There are 2 correct answers to this question.

- A. Available start date
- B. Expected salary
- C. Language skills
- D. Professional membership

Answer: C,D

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

Answer: C,D

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.

NEW QUESTION #73

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