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IT Certification Questions
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SAP C_THR83_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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.
Topic 4	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 5	Candidate Management: This section of the exam measures skills of Recruitment Coordinators and covers the processes for tracking and progressing candidates through the recruitment lifecycle. Candidates need to show proficiency in managing candidate statuses, evaluations, and pipeline reporting.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q27-Q32):

NEW QUESTION # 27

Where are the values located for the fields of "country" and "stateProvince" when the field type is derived?

- **A. Picklist Center**
- B. Manage Recruiting Triggers
- C. Manage Recruiting Settings
- D. Set up Job Board Options

Answer: A

NEW QUESTION # 28

What is the Anonymize Attribute intended for?

- A. To hide personal identifiable information
- **B. To mark data as sensitive for read and change logging audits**
- C. To trigger the country override in the application
- D. To display candidate facing fields in the application

Answer: B

NEW QUESTION # 29

You have updated a standard field label in the Job Requisition template. However this change was NOT reflected when creating a new job requisition. What must be configured? Note: There are 2 correct answers to this question.

- **A. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.**
- B. The field label must be updated in the permission section of the Job Requisition template.
- **C. The field label must be updated in the Job Requisition template field definition.**
- D. The field label must be updated in Custom Token Settings in Provisioning.

Answer: A,C

Explanation:

C: The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center. SuccessFactors has a central place to manage labels for standard fields. This ensures consistency across the system. If you only change the label within the template, it will be overridden by this central setting.

D: The field label must be updated in the Job Requisition template field definition. You need to update the field label within the template itself. This tells the template which label to pull from the central settings.

NEW QUESTION # 30

If a recruiter forwards a candidate's application (using the Forward as Applicant action) which of the following information can be accessed from the candidate's initial application? Note: There are 3 correct answers to this question.

- A. Previous application template name
- **B. Previous interview results**
- **C. Answers to pre-screening questions**
- **D. Previous application score**
- E. Previous background check results

Answer: B,C,D

NEW QUESTION # 31

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

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

Answer: C,D

NEW QUESTION # 32

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