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SAP C_THR83_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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 3	<ul style="list-style-type: none">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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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 (Q67-Q72):

NEW QUESTION # 67

You want to link a field in the job requisition to a field in the offer details template. What attribute do you use?

- A. template-type="job-requisition"
- B. template-type="Simple Job Requisition"
- C. template-type="job-JRDM"
- **D. template-type="job-req"**

Answer: D

Explanation:

When linking a field in the job requisition to a field in the offer details template, the correct attribute to use is template-type="job-req". This attribute specifies that the field being referenced is from the Job Requisition template and allows the offer details template to access and display that information.

* Use template-type Attribute:

* In the offer details template XML, include template-type="job-req" to link the field from the job requisition.

* Save and Test:

* After configuring, test the setup by creating an offer to verify that the linked field is correctly populated from the job requisition.

NEW QUESTION # 68

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

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

Answer: D

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.

NEW QUESTION # 69

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

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

Answer: D

NEW QUESTION # 70

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

Answer: B,C

NEW QUESTION # 71

What must you do to request access to a customer's Provisioning?

- A. Assign the customer to your Provisioning ID.
- **B. Gain customer approval to access their instance.**
- C. Enable Company Settings in Provisioning for the customer.
- D. Have access to the customer's signed contract.

Answer: B

NEW QUESTION # 72

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