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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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 5	<ul style="list-style-type: none"> • 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.
Topic 6	<ul style="list-style-type: none"> • Candidate Management: This section of the exam evaluates the knowledge of Recruiting Analysts in managing candidates through the recruiting process. It covers status handling, talent pools, and system behavior as candidates move through different stages.
Topic 7	<ul style="list-style-type: none"> • 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q65-Q70):

NEW QUESTION # 65

What needs to be enabled for an external candidate to accept an online offer without using an eSignature?

- A. Enable candidate privacy in Provisioning.
- B. Enable role-based permissions (RBP) for candidates.
- C. Enable DocuSign integration for eSignatures.
- **D. Enable an e-mail template that has the online offer token directing candidates to the Career Portal.**

Answer: D

Explanation:

For external candidates to accept an online offer without using an eSignature, an email template containing a token that directs candidates to the Career Portal is required. This token allows candidates to access the online offer acceptance page directly.

Configure the Email Template with Online Offer Token:

Go to Admin Center > Manage Recruiting Email Templates.

Create or edit an email template to include the online offer token, which provides candidates with a link to review and accept their offer on the Career Portal.

Testing the Online Offer Process:

Send a test offer to verify that the link directs candidates to the offer acceptance page without requiring an eSignature.

Reference:

Explanation of Incorrect Options:

B (Enable candidate privacy) and D (Enable RBP for candidates) do not directly enable the online offer acceptance without eSignature.

C (Enable DocuSign integration) is relevant for eSignatures but is not necessary if the organization opts not to use eSignatures for online offers.

NEW QUESTION # 66

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

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

Answer: B

Explanation:

For fields like "country" and "stateProvince" with a derived field type, the values are sourced from the Picklist Center in SAP SuccessFactors. The Picklist Center allows for centralized management of standard picklists, which are used across the system to ensure consistent data for location-related fields.

Location of Values in Picklist Center:

Navigate to Admin Center > Picklist Center.

Search for and manage picklists related to "country" and "stateProvince." Configuration and Updates:

Country and state/province picklists are often pre-configured with ISO standards but can be customized based on the organization's specific needs.

NEW QUESTION # 67

Which buttons are configured in the Job Requisition template? Note: There are 3 correct answers to this question.

- **A. Close Job Requisition**
- **B. Reopen Job Requisition**
- C. Delete Job Requisition
- **D. Link Child Requisition**
- E. Print Job Requisition

Answer: A,B,D

Explanation:

The Job Requisition template in SAP SuccessFactors allows configuration of various buttons that control actions users can take on job requisitions. Each button provides functionality that can be managed or restricted based on role permissions.

Reopen Job Requisition (Option A):

This button allows users to reopen a requisition that was previously closed. Access is configured in the Job Requisition template.

Link Child Requisition (Option C):

This button enables users to link a requisition to a related or dependent requisition, often used in cases of large hiring initiatives.

Close Job Requisition (Option E):

The Close Job Requisition button is configured to allow the closure of open requisitions, typically by recruiters or administrators based on permissions.

Reference:

Explanation of Incorrect Options:

Print Job Requisition and Delete Job Requisition are not configurable buttons within the standard Job Requisition template settings.

NEW QUESTION # 68

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

Answer: A,D

NEW QUESTION # 69

How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

- A. Define the permissions in the Role-Based Permissions section in the Admin Center.
- **B. Add the operators for each permission block.**
- **C. Set the permissions to write or read for each field.**
- **D. Assign a permission to a field for each status (pre-approved approved and closed).**
- E. Permission the J role for each field.

Answer: B,C,D

Explanation:

In SAP SuccessFactors Recruiting, defining permissions for job requisition fields involves several key steps to ensure that the right users have the necessary read or write access for each field:

Assign Permission for Each Status (Option A):

Different statuses in the requisition lifecycle (pre-approved, approved, and closed) may require distinct permissions for fields.

Add Operators for Each Permission Block (Option B):

Define operators (e.g., recruiter, hiring manager) for each permission block, determining who can view or edit fields.

Set Write or Read Permissions (Option D):

Specify the level of access-either read or write-for each field based on the roles and statuses.

Reference:

Explanation of Incorrect Options:

Option C - Permission the J role: Permissions are assigned by field and operator, not a single role.

Option E - Role-Based Permissions in Admin Center: Job requisition field permissions are typically configured within the Job Requisition Data Model XML, not directly in Role-Based Permissions.

NEW QUESTION # 70

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