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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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.
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	• Recruiting Posting: This section of the exam evaluates the skills of SAP Consultants in setting up and maintaining Recruiting Posting. It includes job board integration and configuration to support multi-channel job distribution and monitoring.
Topic 5	• 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 6	• 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 7	• 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 8	• 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.

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It is a universally accepted fact that the C-THR83-2505 exam is a tough nut to crack for the majority of candidates, but there are still a lot of people in this field who long to gain the related certification so that a lot of people want to try their best to meet the challenge of the C-THR83-2505 exam. A growing number of people know that if they have the chance to pass the C-THR83-2505 Exam, they will change their present situation and get a more decent job in the near future. More and more people have realized that they need to try their best to prepare for the C-THR83-2505 exam.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q29-Q34):

NEW QUESTION # 29
What field-permission do you configure on the Candidate Profile template?

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

Answer: B

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.
Reference:
Explanation of Incorrect Options:
Option B - None read and write for candidates and dynamic groups: The absence of read and write permissions would limit visibility and editing functions.
Option C - None read and write for dynamic groups only: Permissions can be set selectively, but both candidates and dynamic groups commonly have permissions set.
Option D - Read and write for candidates only: Permissions are typically defined for both candidates and groups, not candidates only.

NEW QUESTION # 30
In order to associate a Job Requisition to an approval workflow what must be done? Note: There are 2 correct answers to this question.

- A. A Route Map must be created and configured in Admin Center.
- B. The Job Requisition must be associated to the appropriate Route Map in Form Template Settings.
- C. Multiple Route Maps can be associated to one Job Requisition template.
- D. A business rule to trigger the approval workflow must be created in Admin Center > Configure Business Rules.

Answer: A,B

Explanation:
To associate a Job Requisition with an approval workflow, administrators need to configure route maps properly within SAP
SuccessFactors Recruiting:
Associate the Job Requisition with a Route Map in Form Template Settings (Option A):
Link the job requisition template with a route map to enable workflow approval.
Create and Configure a Route Map in Admin Center (Option B):
The route map must be configured to outline the steps and approvers in the approval workflow for the job requisition.
Steps to Configure:
In Admin Center > Manage Route Maps, create and configure the route map with the desired approval steps.
In Admin Center > Form Template Settings, link the job requisition template with the configured route map.
Reference:
Explanation of Incorrect Options:
Option C - Create a Business Rule: Business rules are not required for associating a job requisition to a route map.
Option D - Multiple Route Maps per Job Requisition Template: Only one route map can be assigned to a job requisition template.

NEW QUESTION # 31
After testing the configuration of the Job Requisition and Applicant Status Set you realize the candidate is NOT able to see the pre-screening questions that have been added to the Job Requisition when initially applying to the position.
What could have caused this issue?

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

Answer: B

NEW QUESTION # 32
Why does a user need to wait to use a job board after it has been added from the Job Board Market Place? Note: There are 2 correct answers to this question.

- A. Recruiting Posting may need to activate the configuration.
- B. Posting Profiles need to be associated with a contract.
- C. Recruiting Posting needs to synchronize.
- D. The job board may need to activate the configuration.

Answer: A,C

NEW QUESTION # 33
Which of the following attributes can be used when defining fields on the Application XML? Note: There are 3 correct answers to this question.

- A. visibility
- B. public
- C. sensitive
- D. anonymize
- E. data-field

Answer: B,C,D

NEW QUESTION # 34
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