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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none"> 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 4	<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.
Topic 5	<ul style="list-style-type: none"> 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 6	<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 7	<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 8	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q13-Q18):

NEW QUESTION # 13

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 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 enabled.**

Answer: B,D

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.

: SAP SuccessFactors Recruiting Management Implementation Guide - Email Template Configuration section.

Email is NOT Enabled (Option C): For an email template to be accessible, it must be enabled in the system.

If the email template has not been enabled, it will not be available for ad-hoc use.

Steps to Enable:

Navigate to Admin Center > Manage Recruiting Email Templates.

Locate the template in question, open its settings, and verify if it is enabled. If it is not, select the option to enable it.

Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling Email Templates.

Explanation of Incorrect Options:

Option A - The email is NOT linked to the correct email notification template: Email notification templates and ad-hoc email templates function independently in SAP SuccessFactors Recruiting. Notification templates are used for automatic notifications triggered by specific actions, while ad-hoc templates are manually selected by users. This separation means that an ad-hoc email template does not need to be linked to a notification template.

Option D - The email is NOT assigned to the correct email trigger:Triggers are primarily used for system- generated notifications based on events, not for ad-hoc emails. Ad-hoc emails do not require a trigger to be visible to users, so this is not a relevant cause.

NEW QUESTION # 14

When defining the field attribute overrides in the Application XML which of the following attributes determine which override(s) should trigger? Note: There are 2 correct answers to this question.

- A. State/Province of the Job Posting
- B. Country of the candidate
- C. Applicant type
- D. Country of the Job

Answer: C,D

Explanation:

When defining field attribute overrides in the Application XML, certain attributes determine which overrides will trigger. These include:

Country of the Job (Option B):

The location of the job posting is a common condition for overrides, especially for compliance with country-specific regulations.

Applicant Type (Option D):

Overrides can be based on the applicant type (e.g., internal or external candidate), as different application processes may apply to different applicant types.

Reference:

Explanation of Incorrect Options:

Option A - State/Province of the Job Posting: This level of geographic specificity is not typically used for XML overrides.

Option C - Country of the Candidate: Overrides are generally configured based on job location rather than candidate location.

NEW QUESTION # 15

Where can you update current pre-screening questions or assign pre-screening questions to a requisition?

Note: There are 2 correct answers to this question.

- A. Job Requisition
- B. Candidate Summary
- C. Candidate Profile
- D. Import question Library

Answer: A,D

Explanation:

Pre-screening questions for candidates can be updated and assigned to a job requisition using the following options:

* Job Requisition (Option C):Pre-screening questions can be assigned directly to a job requisition, allowing candidates to answer these questions during the application process.

* Import Question Library (Option D):Questions can be managed through the Import Question Library, enabling administrators to add or modify pre-screening questions and then assign them to job requisitions as needed.

: SAP SuccessFactors Recruiting Management Implementation Guide - Managing Pre-screening Questions and Question Libraries.

Explanation of Incorrect Options:

Option A - Candidate Summary: This area provides a summary of candidate information and is not used for configuring pre-screening questions.

Option B - Candidate Profile: This holds information about the candidate but does not manage pre- screening questions for requisitions.

NEW QUESTION # 16

What token should be used to direct a candidate to an online offer?

- A. [[CANDIDATE_OFFER_URL]]
- B. [[CAREER_SITE_URL]]
- C. [[APPLICATION_PAGE_URL]]

- D. [[LOGIN_URL]]

Answer: A

Explanation:

The [[CANDIDATE_OFFER_URL]] token is used to direct a candidate to view their offer online in SAP SuccessFactors. When included in an email template, this token generates a link that directs the candidate to the online offer letter or offer acceptance page.

Steps to Use:

Insert the token [[CANDIDATE_OFFER_URL]] in the offer email template to ensure candidates can directly access their online offer.

Reference:

Explanation of Incorrect Options:

Option B - [[LOGIN_URL]]: This token directs to the general login page, not the specific offer.

Option C - [[APPLICATION_PAGE_URL]]: This token is for accessing the application page, not the offer.

Option D - [[CAREER_SITE_URL]]: This token directs to the career site rather than the specific offer.

NEW QUESTION # 17

If you want to create and send an offer to your candidate which of the following feature permissions do you enable? Note: There are 2 correct answers to this question.

- A. Offer Approval
- B. Background Check
- C. Interview Assessment
- D. Offer Letter

Answer: A,D

Explanation:

To create and send an offer to a candidate in SAP SuccessFactors Recruiting, the permissions for Offer Approval and Offer Letter must be enabled. These permissions allow the recruiter to initiate the offer process, complete any required approvals, and generate the offer letter for the candidate.

Offer Approval (Option A):

This permission enables the process of approving the offer, ensuring all necessary approvals are in place before the offer is sent to the candidate.

Offer Letter (Option C):

This permission allows the recruiter to create and generate the offer letter document, which is then sent to the candidate.

Steps to Configure:

Go to Admin Center > Manage Permission Roles.

Assign the Offer Approval and Offer Letter permissions to the appropriate user roles.

Reference:

Explanation of Incorrect Options:

Option B - Background Check: Background checks are related to candidate vetting, not the offer creation or approval process.

Option D - Interview Assessment: Interview assessment permissions are used for evaluating candidates, not for creating or sending offers.


NEW QUESTION # 18

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