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### SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q37-Q42):

### NEW QUESTION # 37

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. Manage Recruiting Triggers
- C. Picklist Center**
- D. Manage Recruiting Settings

**Answer: C**

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.

: SAP SuccessFactors Recruiting Management User Guide - Managing Location Data with Picklist Center.

### NEW QUESTION # 38

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 e-mail is NOT linked to the correct e-mail notification template.
- D. The selected language is NOT correct.**

**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.

Reference:

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.

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 # 39

What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- A. An e-mail template needs to be assigned to the e-mail trigger.
- B. The e-mail trigger needs to be enabled in the Job Requisition template.
- C. The e-mail trigger needs to be enabled in the Admin Center.
- D. The J permission needs to be granted in the Candidate Application template.

Answer: A,C

Explanation:

To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:

Assign an E-mail Template to the E-mail Trigger (Option A):

Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

Steps:

Go to Admin Center > Manage Recruiting E-mail Templates.

Select and configure the email template that matches the trigger you want to activate.

Assign the template to the relevant email trigger.

Reference:

Enable the E-mail Trigger in the Admin Center (Option C):

Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.

Steps:

Go to Admin Center > E-mail Notification Template Settings.

Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.

Explanation of Incorrect Options:

Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.

Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

## NEW QUESTION # 40

You want to trigger e-mails by candidate status. Where is the trigger configured?

- A. In Recruiting E-mail Triggers
- B. In Manage Recruiting E-mail Templates
- C. In E-mail Notification Template Settings
- D. In Edit Applicant Status Configuration

Answer: D

Explanation:

To trigger emails by candidate status, the appropriate configuration is done in the Edit Applicant Status Configuration section. Here,

administrators can define email notifications based on specific candidate status changes.

Steps to Configure:

Go to Admin Center > Edit Applicant Status Configuration.

Select the relevant status and specify the email template to trigger for each status change.

Save the configuration to ensure that emails are triggered automatically based on status changes.

Reference:

Explanation of Incorrect Options:

Option B - In E-mail Notification Template Settings: This is for managing general email templates, not configuring status-based triggers.

Option C - In Recruiting E-mail Triggers: This option does not exist as a specific configuration area.

Option D - In Manage Recruiting E-mail Templates: This is used to manage email templates but does not control the triggering mechanism for candidate status changes

## NEW QUESTION # 41

Which of the following statements apply to pre-screening questions? Note: There are 2 correct answers to this question.

- A. Pre-screening questions can vary by job requisition.
- B. Pre-screening questions are added directly to the Application XML.
- C. Pre-screening questions can be set to be disqualifier questions.
- D. Pre-screening questions can be designated to only appear internally or externally and can vary by country.

Answer: A,C

Explanation:

Pre-screening questions offer flexibility to help recruiters screen candidates effectively:

\* Vary by Job Requisition (Option A): Pre-screening questions can be tailored for each job requisition, allowing questions to align with specific job requirements.

\* Set as Disqualifier Questions (Option B): Questions can be configured as disqualifiers, automatically filtering out candidates who do not meet certain criteria.

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

Explanation of Incorrect Options:

Option C - Added directly to Application XML: Pre-screening questions are managed in question libraries or templates, not directly in the Application XML.

Option D - Internal/External or Country-based Display: Pre-screening questions generally do not vary by visibility (internal/external) or country settings.

## NEW QUESTION # 42

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