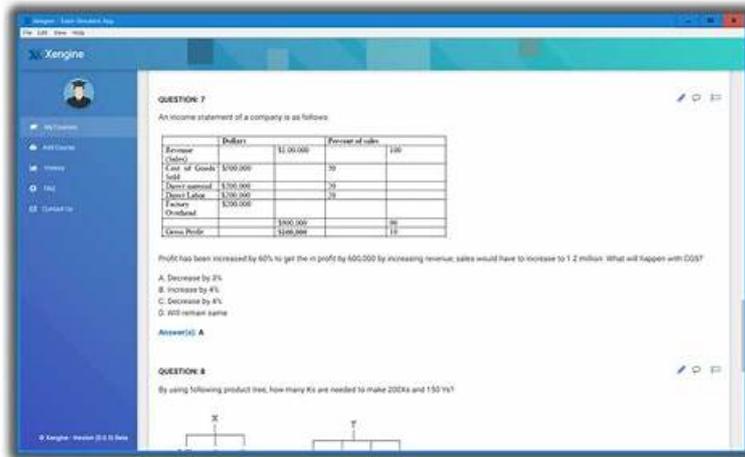


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SAP C-THR83-2505 Exam Syllabus Topics:

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"> • 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 3	<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 4	<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 5	<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 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"> • 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 8	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q67-Q72):

NEW QUESTION # 67

Which of the following standard objects CANNOT be configured in the Job Requisition template?

- A. Type
- B. Division
- C. Location
- D. Offer
- E. Position

Answer: A,D

Explanation:

The Offer object is not configured in the Job Requisition template as it is managed through the Offer Details template, a separate template for managing candidate offers once they reach the offer stage.

* Configurable Objects in Job Requisition Template:

* Position, Location, Division, and Type are standard objects that can be configured within the Job Requisition template. These fields help define the job's details and organizational structure.

* Separate Configuration for Offer:

* Offer-related fields and settings are configured in the Offer Details template, not in the Job Requisition template.

: SAP SuccessFactors Recruiting Management Implementation Guide - Job Requisition and Offer Templates Overview.

NEW QUESTION # 68

Where are background elements mapped to synchronize the data between People Profile and the Candidate Profile?

- A. In the Job Requisition template
- B. In the Succession Data Model
- C. In the Application template
- **D. In the Candidate Profile template**

Answer: D

Explanation:

Background elements, which allow for the capture of information such as previous employment or education, are mapped within the Candidate Profile template. This mapping supports synchronization between the People Profile and Candidate Profile.

* Steps to Configure:

* In the Candidate Profile template, define the mapping for background elements that should sync with the People Profile.

* This mapping will ensure that relevant candidate information flows between the profiles seamlessly.

: SAP SuccessFactors Recruiting Management and Employee Central Integration Guide - Synchronizing Background Elements.

Explanation of Incorrect Options:

Option A - Job Requisition Template: The requisition template does not handle candidate profile background mappings.

Option B - Succession Data Model: The Succession Data Model is unrelated to Candidate Profile background element mapping.

Option D - Application Template: Background elements are mapped specifically in the Candidate Profile template, not the Application template.

NEW QUESTION # 69

What is the effect of activating the Profile Before Application feature?

- A. A candidate needs to complete their profile before being able to search for a position.
- B. A candidate's application can be admitted late to the selection process.
- C. The registration via LinkedIn on career sites is now available.
- **D. A candidate needs to complete their profile before being able to send an application.**

Answer: D

Explanation:

When the Profile Before Application feature is activated in SAP SuccessFactors Recruiting, candidates are required to complete their profile information before submitting a job application. This feature ensures that key candidate details are collected upfront, providing recruiters with a more complete candidate profile from the outset.

* Candidate Profile Completion Requirement:

* Candidates are prompted to fill out their profile details, such as work experience, education, and personal information, prior to applying for a position. This step must be completed before the application process can continue.

* Benefits of Profile Before Application:

* Ensures standardized candidate data for all applications.

* Saves time by reducing repetitive data entry for candidates applying for multiple positions.

: SAP SuccessFactors Recruiting Management Implementation Guide - Activating Profile Before Application.

Explanation of Incorrect Options:

Option A: Profile completion is required before sending an application, not before searching.

Option C: LinkedIn registration is unrelated to this feature.

Option D: Profile Before Application does not influence the timing of application admission.

NEW QUESTION # 70

Who can configure the approval workflow for the offer? Note: There are 2 correct answers to this question.

- A. Users with permissions to Manage Offer Letter Templates in the Admin Center
- **B. Users with permissions to configure the Offer Details template within Manage Recruiting templates**
- **C. Operators with permission to launch the Offer Approval in the respective applicant status if the approval workflow is configured as editable**
- D. System admins with permission to "Manage Route maps" in the Admin Center

Answer: B,C

NEW QUESTION # 71

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

Answer: A,D

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 # 72

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