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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 4	• 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 5	• 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	• 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.

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100% Pass C_THR83_2505 - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience –Valid Reliable Study Notes

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q72-Q77):

NEW QUESTION # 72
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. The job board may need to activate the configuration.
- D. Recruiting Posting needs to synchronize.

Answer: A,D

NEW QUESTION # 73
Where can you find a list of all job boards available through Recruiting Posting? Note: There are 2 correct answers to this question.

- A. My job boards
- B. Job Board Market Place
- C. Job Board catalogue on SAP Jams and Communities
- D. My school job boards

Answer: B,C

Explanation:
The list of available job boards for Recruiting Posting can be found in two primary locations:
* Job Board Market Place (Option C):This feature within Recruiting Posting allows users to view, select, and manage job boards available for posting.
* Job Board Catalogue on SAP Jams and Communities (Option D):SAP Jams and Communities provide a comprehensive catalogue of job boards available through Recruiting Posting, along with detailed descriptions.
: SAP SuccessFactors Recruiting Posting Documentation - Accessing Job Boards.
Explanation of Incorrect Options:
Option A - My school job boards: This is not a standard feature for accessing all job boards.
Option B - My job boards: This refers to job boards specifically selected by the user, not the full catalogue.

NEW QUESTION # 74

Which field types in the Requisition template designate the dropdown values that can be found in Admin Center? Note: There are 2 correct answers to this question.

- A. Picklist
- B. Derived
- C. Text
- D. Enum

Answer: B,C

NEW QUESTION # 75

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

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

Answer: A

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.
Reference:
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 # 76

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

Answer: A,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 # 77

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