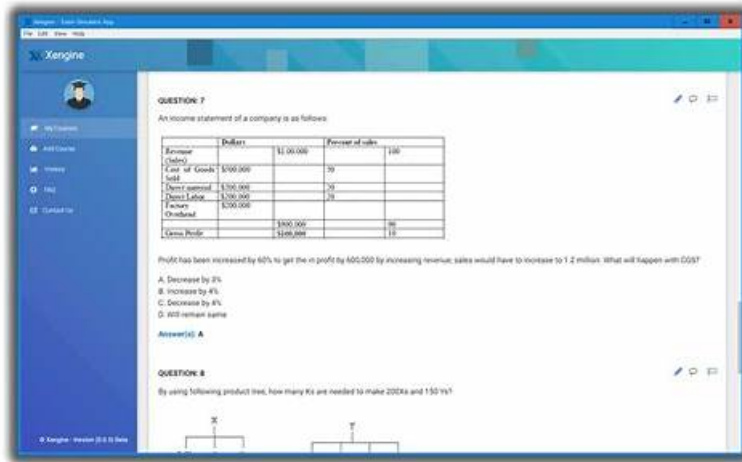


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### SAP C\_THR83\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none"> <li>• <b>Setting Up the Instance:</b> 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>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Candidate Profile Template:</b> 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 5	<ul style="list-style-type: none"> <li>• <b>Candidate Management:</b> 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.</li> </ul>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q59-Q64):

### NEW QUESTION # 59

Which of the following fields would you map between the Candidate Profile and the People Profile? Note: There are 2 correct answers to this question.

- A. Professional membership
- B. Language skills
- C. Available start date
- D. Expected salary

**Answer: A,B**

### NEW QUESTION # 60

What action is possible within Interview Central?

- A. The recruiter can invite the candidate to apply.
- B. The interviewer can extend the Offer Letter.
- C. Candidates can be rated based on a set of competencies.
- D. Candidates can be moved to another status.

**Answer: C**

Explanation:

In Interview Central, interviewers have the ability to rate candidates based on a predefined set of competencies. This feature allows for structured assessment and consistent evaluation criteria across interviewers.

\* Steps to Use:

\* Within Interview Central, select the candidate and rate them on each of the competencies provided.

\* Ratings can be viewed and used to compare candidates across different competency areas.

: SAP SuccessFactors Recruiting Management Interview Guide - Using Interview Central for Candidate Evaluation.

Explanation of Incorrect Options:

Option A - Move Candidates to Another Status: Status changes are typically done in the main candidate management view.

Option B - Extend Offer Letter: Offer letters are managed separately in the offer management process, not in Interview Central.

Option D - Invite Candidate to Apply: This is done outside of Interview Central.

### NEW QUESTION # 61

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

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

**Answer: C,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.

: SAP SuccessFactors Recruiting Management Implementation Guide - Setting up Email Triggers and Templates.

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.

Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling E-mail Triggers.

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 # 62

What happens if you set the candidate application attribute sensitive to "true"?

- A. The field is hidden unless an override is set.
- B. The field content is covered by \*\*\*
- **C. The field is considered for purging of personally identifying data.**
- D. "Access or change this field" will be captured in the Read Audit Log.

**Answer: C**

Explanation:

Setting the candidate application attribute sensitive to "true" marks the field for consideration in data purging routines. This is part of data privacy features where personal data is purged according to data retention and privacy policies.

Functionality and Effects:

When a field is marked sensitive, it is included in data purging processes to remove PII from the system after certain retention periods.

This aligns with data protection regulations by ensuring PII is only retained as necessary.

Reference:

Explanation of Incorrect Options:

Option A - "Access or change this field" will be captured in the Read Audit Log: This is more relevant to audit configuration than to data sensitivity settings.

\*\*Option C - The field content is covered by \*\*\*: Masking the content is separate from marking data as sensitive.

Option D - The field is hidden unless an override is set: Marking a field as sensitive does not automatically hide it; it flags it for data purging.

#### NEW QUESTION # 63

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note:

There are 2 correct answers to this question.

- A. RFC
- **B. OData**
- **C. SOAP**
- D. IDoc

**Answer: B,C**

Explanation:

SAP recommends OData and SOAP APIs for clean core integrations, as they are modern, standardized, and compatible with SAP's cloud-based solutions. These APIs help maintain a clean core by allowing data integrations without custom modifications to the core system.

\* SOAP (Option C): SOAP is commonly used for integrations with SAP's enterprise applications, supporting reliable messaging and security features.

\* OData (Option D): OData APIs are lightweight and RESTful, making them ideal for web and cloud integrations, particularly for SuccessFactors.

: SAP API Management Guide - Recommended API Types for Integration.

Explanation of Incorrect Options:

Option A - IDoc: IDocs are used for traditional SAP ERP integrations but are not recommended for maintaining a clean core in cloud environments.

Option B - RFC: RFCs are legacy interfaces and not recommended for cloud-based or clean core strategies.

## NEW QUESTION # 64

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