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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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.
Topic 3	• 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 4	• 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 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q51-Q56):

NEW QUESTION # 51

If a customer requires the Requisition Status field to automatically update when the Job Requisition has successfully completed the approval process (route map) which of the following needs to be configured?

- A. The Form Template settings must be configured to auto-populate the picklist field in the Job Requisition.
- B. The picklist value for the Open status must be configured as 99999.
- **C. The default Job Requisition Status when a requisition is created or approved must be configured in Manage Recruiting Settings.**
- D. The due date of the Route Map must be configured in Manage Route Maps to ensure the approval is completed on time.

Answer: C

Explanation:

To ensure that the Requisition Status field updates automatically after a job requisition completes the approval process, the default status settings for approved requisitions must be configured in Manage Recruiting Settings.

Steps to Configure:

Go to Admin Center > Manage Recruiting Settings.

Set the default status for requisitions upon creation and approval to ensure the Requisition Status field reflects the correct status automatically after the approval process.

Reference:

Explanation of Incorrect Options:

Option A - Route Map due date: While route maps help manage the approval process, they do not affect the automatic status update of the requisition.

Option C - Picklist value for Open status: Setting a picklist value to 99999 does not control the automated status update.

Option D - Form Template settings: These settings are not responsible for updating requisition status based on approval.

NEW QUESTION # 52

You have updated a standard field label in the Job Requisition template. However this change was NOT reflected when creating a new job requisition. What must be configured? Note: There are 2 correct answers to this question.

- A. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.
- **B. The field label must be updated in Custom Token Settings in Provisioning.**
- C. The field label must be updated in the Job Requisition template field definition.
- D. The field label must be updated in the permission section of the Job Requisition template.

Answer: B

NEW QUESTION # 53

How many Candidate Profile Templates can you configure in an instance?

- **A. One for internal candidates and one for external candidates**
- B. One for all candidates
- C. One for each Job Requisition template
- D. One for internal candidates and one for each external career site

Answer: A

Explanation:

In SAP SuccessFactors, only two Candidate Profile Templates can be configured per instance: one template for internal candidates and one for external candidates. This setup ensures that both internal and external candidates have tailored profiles with relevant fields based on their unique needs.

Configuration Details:

Internal and external candidate profiles are configured separately to cater to different recruiting processes and visibility requirements. This configuration is done through the Candidate Profile Template XML in Provisioning or Admin Center.

Reference:

Explanation of Incorrect Options:

Option A - One for all candidates: SAP SuccessFactors supports separate profiles for internal and external candidates.

Option B - One for each Job Requisition template: The candidate profile template is not tied to individual requisition templates.

Option D - One for each external career site: Only a single external candidate profile template is allowed for all external sites.

NEW QUESTION # 54

A customer would like a certain field to be displayed to ALL candidates on the application regardless of the country of the job the candidate is applying for. In order for this to happen which configuration is required?

- **A. The field must be configured in the Candidate Profile.**
- B. The field must be permissioned to the Candidate operator in the Application XML.
- C. The field must be included in the field attribute overrides.
- D. The field must be defined as public=true.

Answer: A

NEW QUESTION # 55

What permission must be assigned to a user so the user can post a job through Recruiting Posting?

- **A. Manage Recruiting Posting**
- B. Recruiting Posting
- C. OData API Job Requisition Create
- D. OData API Job Requisition Export

Answer: A

Explanation:

In SAP SuccessFactors, the Manage Recruiting Posting permission is required to enable a user to post jobs through Recruiting Posting. This permission grants access to the necessary tools and functionalities within the Recruiting Posting module.

* Assigning Permissions:

* Go to Admin Center > Manage Permission Roles and assign the Manage Recruiting Posting permission to the relevant user role to enable job posting capabilities.

: SAP SuccessFactors Recruiting Posting Configuration Guide - User Permissions for Job Posting

Explanation of Incorrect Options:

Option A (Recruiting Posting): This is not a standalone permission in the system.

Options C and D (OData API permissions): These permissions relate to API access and do not enable direct posting capabilities.

NEW QUESTION # 56

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