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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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	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	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	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 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.
Topic 6	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 7	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q23-Q28):

NEW QUESTION # 23

When defining feature-permissions in the Job Requisition template which information is required? Note: There are 3 correct answers to this question.

- A. Field ID
- **B. Operator Role**
- **C. Feature Type**
- D. Applicant Status Label
- **E. Applicant Status Name**

Answer: B,C,E

NEW QUESTION # 24

When defining feature-permissions in the Job Requisition template which information is required? Note: There are 3 correct answers to this question.

- A. Field ID
- **B. Operator Role**
- **C. Feature Type**
- D. Applicant Status Label
- **E. Applicant Status Name**

Answer: B,C,E

NEW QUESTION # 25

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

Answer: B,D

NEW QUESTION # 26

Who can edit an existing recruiting group?

- A. All members of the recruiting group
- B. The original creator of the recruiting group
- **C. All users with appropriate administrative permissions**
- D. The original creator of the requisition template

Answer: C

Explanation:

In SAP SuccessFactors, recruiting groups are managed by users who hold the necessary administrative permissions. This ensures that individuals with relevant access can modify recruiting groups, which control user permissions for recruiting actions and

processes.

* Administrative Permissions Requirement:

* Users with administrative permissions can access and edit existing recruiting groups, making adjustments to membership or permissions as necessary for recruiting functions.

: SAP SuccessFactors Recruiting Management User Guide - Managing and Editing Recruiting Groups.

Explanation of Incorrect Options:

Option A (Original creator): Recruiting groups are not restricted to the original creator for editing.

Option C and D: The requisition template creator and group members do not automatically have editing rights without administrative permissions.

NEW QUESTION # 27

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

Answer: D

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 # 28

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