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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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	• 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	• 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 6	• 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 (Q77-Q82):

NEW QUESTION # 77
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. IDoc
- B. SOAP
- C. RFC
- D. OData

Answer: B,D

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.
Reference:
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 # 78
What needs to be enabled for an external candidate to accept an online offer without using an eSignature?

- A. Enable role-based permissions (RBP) for candidates.
- B. Enable Docusign integration for eSignatures.
- C. Enable an e-mail template that has the online offer token directing candidates to the Career Portal.
- D. Enable candidate privacy in Provisioning.

Answer: C

Explanation:
For external candidates to accept an online offer without using an eSignature, an email template containing a token that directs candidates to the Career Portal is required. This token allows candidates to access the online offer acceptance page directly.
Configure the Email Template with Online Offer Token:

Go to Admin Center > Manage Recruiting Email Templates.
Create or edit an email template to include the online offer token, which provides candidates with a link to review and accept their offer on the Career Portal.
Testing the Online Offer Process:
Send a test offer to verify that the link directs candidates to the offer acceptance page without requiring an eSignature.
Reference:
Explanation of Incorrect Options:
B (Enable candidate privacy) and D (Enable RBP for candidates) do not directly enable the online offer acceptance without eSignature.
C (Enable Docusign integration) is relevant for eSignatures but is not necessary if the organization opts not to use eSignatures for online offers.

NEW QUESTION # 79

What field-permission do you configure on the Candidate Profile template?

- A. None read and write for dynamic groups only
- B. Read and write for candidates only
- C. None read and write for candidates and dynamic groups
- D. Read and write permissions for candidates and dynamic groups

Answer: D

Explanation:
On the Candidate Profile template, you configure read and write permissions to control access for both candidates and dynamic groups. This allows granular control over which sections of the profile are editable or visible to specific users or groups.
* Steps to Configure:
* Go to the Candidate Profile template XML configuration.
* Define the appropriate read and write permissions for fields based on roles or dynamic groups.
: SAP SuccessFactors Recruiting Management Data Model Guide - Configuring Permissions in the Candidate Profile Template.
Explanation of Incorrect Options:
Option B - None read and write for candidates and dynamic groups: The absence of read and write permissions would limit visibility and editing functions.
Option C - None read and write for dynamic groups only: Permissions can be set selectively, but both candidates and dynamic groups commonly have permissions set.
Option D - Read and write for candidates only: Permissions are typically defined for both candidates and groups, not candidates only.

NEW QUESTION # 80

Which of the following feature permissions are configured in the Job Requisition data model? Note: There are 2 correct answers to this question.

- A. Candidate Workbench
- B. Candidate questions
- C. Mass Offers
- D. Interview Assessment

Answer: B,D

NEW QUESTION # 81

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

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

Answer: A,D

NEW QUESTION # 82

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