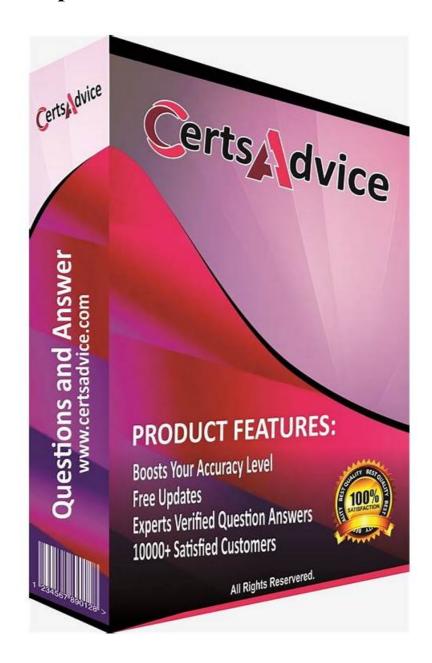
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SAP C_THR83_2505 Exam Syllabus Topics:

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	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 4	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 5	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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q66-Q71):

NEW QUESTION #66

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

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

Answer: B

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 #67

Who can edit an existing recruiting group?

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

Answer: B

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.

Reference:

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 #68

How many Application templates can be connected to one Job Requisition template?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: A

Explanation:

Each Job Requisition template in SAP SuccessFactors Recruiting can be associated with only one Application template. This one-to-one relationship allows for consistent data management and ensures that all candidates applying to a particular requisition follow the same application form structure.

Configure Job Requisition to Application Template Mapping:

As stated, only a single application template name can be referenced per job requisition template.

NEW QUESTION #69

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

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

Answer: B

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.

Reference:

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 #70

Which of the following buttons are assigned permissions in the Application template? Note: There are 3 correct answers to this question.

- A. Cancel
- B. Disqualify
- C. E-mail
- D. Forward as Applicant
- E. Reopen

Answer: A,B,E

NEW QUESTION #71

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