Fantastic Hot C-THR83-2505 Questions Covers the Entire Syllabus of C-THR83-2505

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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	• 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 3	• 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 4	• 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 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q19-Q24):

NEW QUESTION # 19
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. Applicant Status Name
- C. Applicant Status Label
- D. Feature Type
- E. Operator Role

Answer: B,D,E

NEW QUESTION # 20
You have configured a custom field in the Job Requisition template and would like to use the custom field as a token in the Job Description and in the Recruiting E-mail templates.
How do you do this? Note: There are 2 correct answers to this question.

- A. Ensure the field is configured as a public field in the Job Requisition template.
- B. Configure the field as token in Provisioning > Configure Custom Token Settings.
- C. Configure the field as a reportable field within Provisioning > Configure Reportable Fields.
- D. Add the field in the Job Requisition > Listing Layout Fields.

Answer: B,C

Explanation:
To use a custom field as a token in Job Descriptions and Recruiting Email templates, certain configurations in Provisioning are required to ensure the field is recognized by the system as a token and is reportable.
* Configure as a Token in Provisioning (Option A):
* Go to Provisioning > Configure Custom Token Settings.
* Add the custom field to be used as a token, enabling its availability in job descriptions and email templates.
* Set as Reportable Field in Provisioning (Option D):
* In Provisioning > Configure Reportable Fields, configure the field to ensure it is available in reports and other templates, including email and requisition templates.
* Testing and Verification:
* After configuration, test the token in a job description or email template to ensure it displays correctly.
: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Custom Tokens and Reportable Fields.
Explanation of Incorrect Options:
Option B: Listing Layout Fields relates to display settings on the job listing and does not impact token functionality.
Option C: Making the field public does not automatically configure it as a token.

NEW QUESTION # 21
You need to allow candidates to search for jobs in a specific country. What do you need to do?

- A. Configure the derived country field and add it as a filter on the Internal and External Search settings.
- B. Configure a background element and map it to the Succession Data Model.
- C. Configure a filter field and add it to the Internal and External Search settings.
- D. Configure the country field on the application template to allow candidates to search for jobs in their country.

Answer: C

NEW QUESTION # 22
Interview Scheduling and Outlook integration are enabled.
How are available time slots for an interview created in the system?

- A. Populated from the Career Portal of the interviewer
- B. Scheduling Populated from the Outlook calendar of the interviewer
- C. Entered by the interviewer into Interview
- D. Entered by the interviewer into Interview Central

Answer: B

Explanation:
When interview scheduling and Outlook integration are enabled, available time slots are automatically populated from the interviewer's Outlook calendar, allowing the recruiting team to view and select suitable time slots for interviews.
* Steps to Configure:
* Ensure that Outlook integration for interview scheduling is enabled in Admin Center > Manage Recruiting Settings.
* The system will sync with the interviewer's Outlook calendar to display available slots.
: SAP SuccessFactors Recruiting Management Interview Scheduling Guide - Outlook Calendar Integration.
Explanation of Incorrect Options:
Option A - Career Portal: The interviewer's availability is not populated from the career portal.
Option B - Interview Central: This centralizes interview management but does not directly enter time slots.
Option C - Interview: Time slots are not manually entered; they sync with Outlook.

NEW QUESTION # 23
You need to set up a route map step where the Hiring Manager reviews a job requisition during the creation process. This hiring manager does NOT necessarily need to be the person who creates the form.
What needs to be configured in the first step of the Route Map? Note: There are 2 correct answers to this question.

- A. The modify step needs to be configured as a single role type.
- B. The Originator role needs to be added to the modify step.
- C. The modify step should be configured as an iterative or collaborative step depending on the requirements of the customer.
- D. The Hiring Manager (G) needs to be added to the modify step.

Answer: C,D

Explanation:
To allow the Hiring Manager to review the job requisition during its creation, the Route Map should be configured as follows:
* Add Hiring Manager (G) to Modify Step (Option B):
* This configuration allows the Hiring Manager to review and, if necessary, modify the job requisition without being the form's creator. Assigning the G role to the modify step grants them this permission.
* Configure as Iterative or Collaborative Step (Option D):
* Set the modify step as collaborative if multiple roles need concurrent access to review, or iterative if each reviewer should access the requisition one after another.
: SAP SuccessFactors Recruiting Management Implementation Guide - Setting Up Modify Steps in Route Maps.
Explanation of Incorrect Options:
Option A: The Originator role would apply only if the creator of the requisition must participate in this modify step.
Option C: Configuring a single role type restricts access to one user, limiting flexibility in a review process that might require multiple reviewers.

NEW QUESTION # 24

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