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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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 7	• 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 (Q62-Q67):

NEW QUESTION # 62
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 field label must be updated in the Job Requisition template field definition.
- B. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.
- C. The field label must be updated in the permission section of the Job Requisition template.
- D. The field label must be updated in Custom Token Settings in Provisioning.

Answer: A,B

Explanation:
C). The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center. SuccessFactors has a central place to manage labels for standard fields. This ensures consistency across the system. If you only change the label within the template, it will be overridden by this central setting.
D). The field label must be updated in the Job Requisition template field definition. You do need to update the field label within the template itself. This tells the template which label to pull from the central settings.

NEW QUESTION # 63
You want to send a candidate an Ad-hoc e-mail but you CANNOT find the e-mail template you have configured. What could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The selected language is NOT correct.
- B. The e-mail is NOT assigned to the correct e-mail trigger.
- C. The e-mail is NOT enabled.

- D. The e-mail is NOT linked to the correct e-mail notification template.

Answer: A,C

Explanation:
In SAP SuccessFactors Recruiting, there are several possible reasons why an email template may not appear in the Ad-hoc email selection. Here's a detailed breakdown of the causes and solutions as per SuccessFactors Recruiting documentation:
* Selected Language is NOT Correct (Option B):SAP SuccessFactors Recruiting offers multi-language support. When configuring email templates, each template can be defined in multiple languages. If a user selects a language for which the email template is not configured, the template will not be visible in the email selection options.
* Steps to Check:
* Go to Admin Center > Manage Recruiting Email Templates.
* Open the desired email template and check if it has content for the language selected by the user.
* Add the required translations for missing languages if needed.
: SAP SuccessFactors Recruiting Management Implementation Guide - Email Template Configuration section.
Email is NOT Enabled (Option C):For an email template to be accessible, it must be enabled in the system.
If the email template has not been enabled, it will not be available for ad-hoc use.
Steps to Enable:
Navigate to Admin Center > Manage Recruiting Email Templates.
Locate the template in question, open its settings, and verify if it is enabled. If it is not, select the option to enable it.
Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling Email Templates.
Explanation of Incorrect Options:
Option A - The email is NOT linked to the correct email notification template:Email notification templates and ad-hoc email templates function independently in SAP SuccessFactors Recruiting. Notification templates are used for automatic notifications triggered by specific actions, while ad-hoc templates are manually selected by users. This separation means that an ad-hoc email template does not need to be linked to a notification template.
Option D - The email is NOT assigned to the correct email trigger:Triggers are primarily used for system- generated notifications based on events, not for ad-hoc emails. Ad-hoc emails do not require a trigger to be visible to users, so this is not a relevant cause.

NEW QUESTION # 64
How are an interviewer's ratings of an applicant displayed to a recruiter? Note: There are 2 correct answers to this question.

- A. As recommended or not recommended
- B. As an average rating for each competency
- C. As approved or declined
- D. As a percentage

Answer: A,B

Explanation:
In SAP SuccessFactors Recruiting, interviewers' ratings for an applicant are displayed to recruiters in specific formats, including:
Average Rating for Each Competency (Option A):
In Interview Central, interviewers rate candidates based on defined competencies, and these ratings are averaged across all interviewers. This average score per competency gives recruiters an at-a-glance view of the candidate's performance.
Recommendation Status (Option B):
Interviewers can also provide an overall recommendation, such as "Recommended" or "Not Recommended," which is displayed to recruiters, helping them assess whether the candidate is a good fit based on feedback from interviewers.
Reference:
Explanation of Incorrect Options:
C (As a percentage) and D (As approved or declined) are not applicable formats for displaying interviewer ratings in SAP SuccessFactors Recruiting.

NEW QUESTION # 65
How do you make custom fields reportable? Note: There are 2 correct answers to this question.

- A. Define the fields in the template.
- B. Add the fields in Provisioning and synchronize the data.
- C. Define the fields as reportable in the template.
- D. Define the public="true" attribute in the template.

Answer: A,B

NEW QUESTION # 66

What could cause an automated e-mail notification to be triggered? Note: There are 2 correct answers to this question.

- A. A change in a candidate password
- B. A change in the setup of a pre-screening question
- C. A change in the label of a status
- D. A change in an applicant status

Answer: A,D

NEW QUESTION # 67

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