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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	• 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 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	• 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	• 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	• 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 7	• 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 8	• 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.

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Before we decide to develop the C_THR83_2505 preparation questions, we have make a careful and through investigation to the customers. We have taken all your requirements into account. Firstly, the revision process is long if you prepare by yourself. If you collect the keypoints of the C_THR83_2505 exam one by one, it will be a long time to work on them. Secondly, the accuracy of the C_THR83_2505 Exam Questions And Answers is hard to master. Because the content of the exam is changing from time to time. But our C_THR83_2505 practice guide can help you solve all of these problems.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q22-Q27):

NEW QUESTION # 22
Which of the following fields would you map between the Candidate Profile and the People Profile? Note:
There are 2 correct answers to this question.

- A. Expected salary
- B. Professional membership
- C. Available start date
- D. Language skills

Answer: B,D

NEW QUESTION # 23
What must you do to request access to a customer's Provisioning?

- A. Have access to the customer's signed contract.
- B. Assign the customer to your Provisioning ID.
- C. Enable Company Settings in Provisioning for the customer.
- D. Gain customer approval to access their instance.

Answer: D

Explanation:
Access to a customer's Provisioning environment in SAP SuccessFactors requires prior authorization from the customer. Gaining customer approval is mandatory because Provisioning contains critical backend settings that can impact system functionality, configuration, and data security.
* Steps to Gain Access:

* Obtain explicit customer approval through official channels, often documented through emails or formal requests.
* This approval is necessary before logging into the customer's Provisioning instance, and it may also involve compliance with additional access protocols or agreements.
: SAP SuccessFactors Partner and Consultant Guidelines - Provisioning Access and Authorization.
Explanation of Incorrect Options:
Option A - Customer's signed contract: The signed contract does not provide access authorization to Provisioning.
Option C - Assign the customer to your Provisioning ID: Access is not obtained by assigning IDs; it requires specific approval.
Option D - Enable Company Settings in Provisioning: This is not an access requirement but a configuration task within Provisioning.

NEW QUESTION # 24
How are an interviewer's ratings of an applicant displayed to a recruiter? Note: There are 2 correct answers to this question.

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

Answer: C,D

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 # 25
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. Interview Assessment
- D. Mass Offers

Answer: B,C

NEW QUESTION # 26
A Recruiter CANNOT see the status "Phone Screening".
Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The status "Phone Screening" is NOT enabled in the Job Requisition template.
- B. The status "Phone Screening" is set as "hidden" in the Application template.
- C. The status "Phone Screening" is NOT enabled in the Talent Pipeline.
- D. The status "Phone Screening" is NOT set as Visible by the Recruiter.

Answer: C,D

Explanation:
If a recruiter cannot see the "Phone Screening" status, it could be due to the following reasons:
* Status Not Enabled in the Talent Pipeline (Option A):The Talent Pipeline is configured to control the visibility and sequence of application statuses. If "Phone Screening" is not enabled in the Talent Pipeline, it will not appear in the recruiting workflow.

* Status Not Visible to the Recruiter (Option D):Visibility settings control who can view each status. If "Phone Screening" is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.
* Steps to Check:
* Go to Admin Center > Edit Applicant Status Configuration and ensure that "Phone Screening" is enabled in the pipeline and set as visible to the recruiter role.
: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Talent Pipeline and Status Visibility.
Explanation of Incorrect Options:
Option B - Status in Job Requisition Template: Status visibility is configured in the Talent Pipeline, not the Job Requisition template.
Option C - Hidden in Application Template: Statuses are not managed within the Application template; they are controlled in the Talent Pipeline.

NEW QUESTION # 27

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