

# C-THR83-2505 Dumps Free & Valid C-THR83-2505 Learning Materials



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## SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>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.</li> </ul>

## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q13-Q18):**

### **NEW QUESTION # 13**

Where are the values located for the fields of "country" and "stateProvince" when the field type is derived?

- A. Manage Recruiting Settings
- B. Manage Recruiting Triggers
- C. Set up Job Board Options
- D. Picklist Center**

### **Answer: D**

Explanation:

For fields like "country" and "stateProvince" with a derived field type, the values are sourced from the Picklist Center in SAP SuccessFactors. The Picklist Center allows for centralized management of standard picklists, which are used across the system to ensure consistent data for location-related fields.

\* Location of Values in Picklist Center:

\* Navigate to Admin Center > Picklist Center.

\* Search for and manage picklists related to "country" and "stateProvince."

\* Configuration and Updates:

\* Country and state/province picklists are often pre-configured with ISO standards but can be customized based on the organization's specific needs.

: SAP SuccessFactors Recruiting Management User Guide - Managing Location Data with Picklist Center.

### **NEW QUESTION # 14**

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

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

### **Answer: A,D**

### **NEW QUESTION # 15**

What are the options to implement an offer approval? Note: There are 2 correct answers to this question.

- A. It can be implemented to be used on a mobile device.
- B. It can be implemented to contain offer letter tokens.
- C. It can be implemented to link the offer to the candidate profile.
- D. It can be implemented to include a pre-configured workflow approval.

**Answer: A,D**

Explanation:

A). It can be implemented to include a pre-configured workflow approval. Offer approval processes often involve multiple stakeholders (HR, hiring manager, etc.). A pre-configured workflow ensures the offer moves through the necessary approval steps in the correct order.

C). It can be implemented to be used on a mobile device.

Modern HR systems and offer management tools often have mobile functionality. This allows approvers to review and approve offers on the go, speeding up the process.

#### **NEW QUESTION # 16**

In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note: There are 2 correct answers to this question.

- A. Job Profile Builder must be configured.
- B. The competencies field must be defined in the Job Requisition template.
- C. The Job Description library must be configured for each job family and role.
- D. Families and Roles are implemented and maintained with competencies mapped.

**Answer: B,D**

#### **NEW QUESTION # 17**

In Admin Center where would you configure the e-mail template that is associated with the requisition route map?

- A. Manage Recruiting Settings
- B. Manage Recruiting Groups
- C. E-mail Template Notification Settings
- D. Manage Offer Letter Template

**Answer: C**

Explanation:

To configure an email template associated with a requisition route map in SAP SuccessFactors Recruiting, administrators must use the E-mail Template Notification Settings. This is where email templates tied to various actions in the recruiting process, including requisition approval workflows (route maps), are managed and assigned.

\* Steps to Configure:

\* Go to Admin Center > E-mail Template Notification Settings.

\* Within this section, locate the templates associated with requisition events or requisition route maps.

\* Customize or assign the appropriate email template based on the route map stage or approval action for requisitions.

: SAP SuccessFactors Recruiting Management Implementation Guide - Requisition Route Map and Email Notifications sections.

Explanation of Incorrect Options:

Option A - Manage Recruiting Groups: This option is used to define recruiting groups for managing permissions across recruiting users, not for configuring email templates.

Option B - Manage Recruiting Settings: This setting allows configuration of general recruiting preferences but does not manage specific email templates.

Option C - Manage Offer Letter Template: This option is used exclusively for configuring offer letter templates, not requisition-related emails.

#### **NEW QUESTION # 18**

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