

# C-THR83-2505 Updated Demo | Relevant C-THR83-2505 Questions



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

| Topic   | Details                                                                                                                                                                                                                                                                                              |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 1 | <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> |
| Topic 2 | <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 3 | <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 4 | <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 5 | <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 6 | <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 7 | <ul style="list-style-type: none"> <li>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.</li> </ul>          |
| Topic 8 | <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> |

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q42-Q47):

### NEW QUESTION # 42

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

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

**Answer: B**

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 # 43

What action is possible within Interview Central?

- A. Candidates can be rated based on a set of competencies.
- B. Candidates can be moved to another status.
- C. The interviewer can extend the Offer Letter.
- D. The recruiter can invite the candidate to apply.

**Answer: A**

Explanation:

In Interview Central, interviewers have the ability to rate candidates based on a predefined set of competencies. This feature allows for structured assessment and consistent evaluation criteria across interviewers.

Steps to Use:

Within Interview Central, select the candidate and rate them on each of the competencies provided.

Ratings can be viewed and used to compare candidates across different competency areas.

Reference:

Explanation of Incorrect Options:

Option A - Move Candidates to Another Status: Status changes are typically done in the main candidate management view.

Option B - Extend Offer Letter: Offer letters are managed separately in the offer management process, not in Interview Central.

Option D - Invite Candidate to Apply: This is done outside of Interview Central.

#### NEW QUESTION # 44

Which buttons are configured in the Job Requisition template? Note: There are 3 correct answers to this question.

- A. Close Job Requisition
- B. Reopen Job Requisition
- C. Print Job Requisition
- D. Delete Job Requisition
- E. Link Child Requisition

**Answer: A,B,E**

Explanation:

The Job Requisition template in SAP SuccessFactors allows configuration of various buttons that control actions users can take on job requisitions. Each button provides functionality that can be managed or restricted based on role permissions.

\* Reopen Job Requisition (Option A):

\* This button allows users to reopen a requisition that was previously closed. Access is configured in the Job Requisition template.

\* Link Child Requisition (Option C):

\* This button enables users to link a requisition to a related or dependent requisition, often used in cases of large hiring initiatives.

\* Close Job Requisition (Option E):

\* The Close Job Requisition button is configured to allow the closure of open requisitions, typically by recruiters or administrators based on permissions.

: SAP SuccessFactors Recruiting Management Implementation Guide - Job Requisition Template Button Configuration.

Explanation of Incorrect Options:

Print Job Requisition and Delete Job Requisition are not configurable buttons within the standard Job Requisition template settings.

#### NEW QUESTION # 45

How can cascading pre-screening questions be added into a customer's instance?

- A. Through the pre-screening questions import CSV file
- B. Manually in the questions library
- C. Directly in the Application XML
- D. Recruiting users can create cascading questions manually in their Preferences tab

**Answer: A**

Explanation:

Cascading pre-screening questions, which are questions that adapt based on previous responses, can be added to a customer's SAP SuccessFactors instance through the pre-screening questions import CSV file. This allows administrators to manage complex

question setups that dynamically change based on candidate input.

Steps to Configure:

Prepare a CSV file containing the cascading questions and the conditions for each question.

Go to Admin Center > Import Pre-Screening Questions and upload the CSV file.

Reference:

Explanation of Incorrect Options:

Option A - Application XML: Pre-screening questions are not directly added to the Application XML.

Option C - Preferences Tab: Recruiting users cannot create cascading questions manually in their preferences.

Option D - Manually in the Questions Library: Cascading functionality is set up via CSV import, not manually in the question library.

## NEW QUESTION # 46

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**

## NEW QUESTION # 47

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