

# New C\_THR83\_2505 Exam Objectives - C\_THR83\_2505 Practice Test



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**SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q59-Q64):**

### NEW QUESTION # 59

Which templates can be linked to the Offer Details template? Note: There are 2 correct answers to this question.

- A. Candidate Application template
- B. Succession template
- C. Candidate Profile template
- D. Job Requisition template

**Answer: A,D**

Explanation:

In SAP SuccessFactors Recruiting, the Offer Details template can link to the Job Requisition template and Candidate Application template. This linkage helps populate offer details based on requisition and candidate-specific data.

Job Requisition Template (Option B):

The offer details can draw job-specific information from the requisition template, such as job title and compensation.

Candidate Application Template (Option C):

Data from the candidate's application can also be included, allowing personalized offer content based on the candidate's information.

Reference:

Explanation of Incorrect Options:

Option A - Candidate Profile template: This template is separate and does not directly link with the Offer Details template.

Option D - Succession template: This is used in SAP SuccessFactors Succession Planning, not Recruiting.

### NEW QUESTION # 60

Which fields have a pull-down or "find value" where the values are configured directly in the Job Requisition field definition?

- A. Enum
- B. Bool
- C. Instruction
- D. Derived

**Answer: A**

Explanation:

In SAP SuccessFactors Recruiting, fields of type Enum (enumeration) are configured with pre-defined options directly in the Job Requisition template's field definition. These options are displayed as a dropdown or pull-down menu in the requisition form.

Enum Field Type:

An Enum field allows users to select from a list of values configured directly in the Job Requisition template, providing a user-friendly interface for data entry.

Reference:

Explanation of Incorrect Options:

Instruction: This field type is used for informational text rather than a selectable list.

Derived: Derived fields are calculated based on other data, not a dropdown selection.

Bool: Bool fields are for binary options (true/false), not multiple selectable values.

### NEW QUESTION # 61

Where are operator roles used? Note: There are 2 correct answers to this question.

- A. In requisition Route Maps
- B. In field-permissions
- C. In Candidate Application template field-permissions
- D. In Job Requisition template mobile-fields

**Answer: A,C**

Explanation:

In SAP SuccessFactors, recruiting groups are managed by users who hold the necessary administrative permissions. This ensures that individuals with relevant access can modify recruiting groups, which control user permissions for recruiting actions and processes.

Administrative Permissions Requirement:

Users with administrative permissions can access and edit existing recruiting groups, making adjustments to membership or permissions as necessary for recruiting functions.

Reference:

Explanation of Incorrect Options:

Option A (Original creator): Recruiting groups are not restricted to the original creator for editing.

Option C and D: The requisition template creator and group members do not automatically have editing rights without administrative permissions.

#### NEW QUESTION # 62

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note:

There are 2 correct answers to this question.

- A. OData
- B. RFC
- C. IDoc
- D. SOAP

**Answer: A,D**

Explanation:

SAP recommends OData and SOAP APIs for clean core integrations, as they are modern, standardized, and compatible with SAP's cloud-based solutions. These APIs help maintain a clean core by allowing data integrations without custom modifications to the core system.

\* SOAP (Option C): SOAP is commonly used for integrations with SAP's enterprise applications, supporting reliable messaging and security features.

\* OData (Option D): OData APIs are lightweight and RESTful, making them ideal for web and cloud integrations, particularly for SuccessFactors.

: SAP API Management Guide - Recommended API Types for Integration.

Explanation of Incorrect Options:

Option A - IDoc: IDocs are used for traditional SAP ERP integrations but are not recommended for maintaining a clean core in cloud environments.

Option B - RFC: RFCs are legacy interfaces and not recommended for cloud-based or clean core strategies.

#### NEW QUESTION # 63

You have enabled Interview Scheduling.

Where can a candidate manage all of their activities related to an interview?

- A. In the Career Portal
- B. In the Agency Portal
- C. In the Candidates tab
- D. In Interview Central

**Answer: A**

Explanation:

When Interview Scheduling is enabled in SAP SuccessFactors, candidates can manage all their interview-related activities through the Career Portal. This includes reviewing interview invitations, confirming interview times, and viewing any related information about the interview process.

Career Portal Access for Candidates:

The Career Portal serves as the primary interface where candidates can view and manage their scheduled interviews and related actions.

Reference:

Explanation of Incorrect Options:

B (Agency Portal): Used by agencies to submit candidates but not for candidates to manage their own interview schedules.

C (Candidates tab) and D (Interview Central) are tools used by recruiters and interviewers, not for candidate self-service.

#### NEW QUESTION # 64

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