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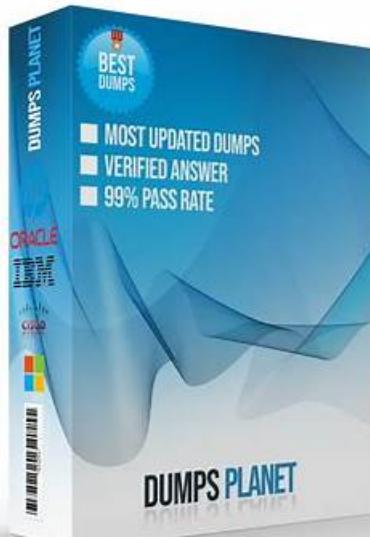

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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q41-Q46):

NEW QUESTION # 41
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. RFC
- B. OData
- C. IDoc
- D. SOAP

Answer: B,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.
Reference:
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 # 42
A customer would like their Recruiters to be able to access different fields on the candidate's application during the different statuses of the Talent Pipeline. Which of the following feature allows this option?

- A. Single-stage applications
- B. Late-stage applications
- C. Multi-stage applications
- D. Configure multiple Job Requisition templates

Answer: B,C

Explanation:
Multi-stage applications allow recruiters to access different fields on a candidate's application depending on the application status in the Talent Pipeline. This feature provides flexibility to adjust field visibility or edit permissions as a candidate moves through various stages of the hiring process.

* Configure Multi-Stage Application Permissions:
* Multi-stage application permissions are set in the Application XML or within the Admin Center, allowing specific fields to become accessible or restricted depending on the current status in the pipeline.
* Define Stage-Specific Permissions:
* In each stage, configure the fields and access permissions based on roles such as Recruiter, Hiring Manager, etc., allowing tailored visibility throughout the recruitment pipeline.
: SAP SuccessFactors Recruiting Management Implementation Guide - Setting up Multi-Stage Applications for Dynamic Field Access.

NEW QUESTION # 43

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 approved or declined
- **C. As an average rating for each competency**
- D. As a percentage

Answer: A,C

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.
: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring and Using Interview Central.
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 # 44

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

Answer: A,C

NEW QUESTION # 45

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

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

Answer: A,D

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.
: SAP SuccessFactors Recruiting Management User Guide - Managing and Editing Recruiting Groups.
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 # 46

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