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## Trustable Reliable C-THR83-2505 Test Dumps – 100% Newest Practice SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Questions

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

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q12-Q17):

### NEW QUESTION # 12

What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- A. An e-mail template needs to be assigned to the e-mail trigger.**
- B. The J permission needs to be granted in the Candidate Application template.
- C. The e-mail trigger needs to be enabled in the Job Requisition template.
- D. The e-mail trigger needs to be enabled in the Admin Center.**

**Answer: A,D**

Explanation:

To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:

Assign an E-mail Template to the E-mail Trigger (Option A):

Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

Steps:

Go to Admin Center > Manage Recruiting E-mail Templates.

Select and configure the email template that matches the trigger you want to activate.

Assign the template to the relevant email trigger.

Reference:

Enable the E-mail Trigger in the Admin Center (Option C):

Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.

Steps:

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

Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.

Explanation of Incorrect Options:

Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.

Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

### NEW QUESTION # 13

Where are background elements mapped to synchronize the data between People Profile and the Candidate Profile?

- A. In the Application template
- B. In the Candidate Profile template**
- C. In the Succession Data Model
- D. In the Job Requisition template

**Answer: B**

Explanation:

Background elements, which allow for the capture of information such as previous employment or education, are mapped within the Candidate Profile template. This mapping supports synchronization between the People Profile and Candidate Profile.

\* Steps to Configure:

\* In the Candidate Profile template, define the mapping for background elements that should sync with the People Profile.

\* This mapping will ensure that relevant candidate information flows between the profiles seamlessly.

: SAP SuccessFactors Recruiting Management and Employee Central Integration Guide - Synchronizing Background Elements.

#### Explanation of Incorrect Options:

Option A - Job Requisition Template: The requisition template does not handle candidate profile background mappings.

Option B - Succession Data Model: The Succession Data Model is unrelated to Candidate Profile background element mapping.

Option D - Application Template: Background elements are mapped specifically in the Candidate Profile template, not the Application template.

#### NEW QUESTION # 14

Where can you update current pre-screening questions or assign pre-screening questions to a requisition? Note: There are 2 correct answers to this question.

- A. Candidate Profile
- B. Job Requisition
- C. Import question Library
- D. Candidate Summary

#### Answer: B,C

#### Explanation:

Pre-screening questions for candidates can be updated and assigned to a job requisition using the following options:

##### Job Requisition (Option C):

Pre-screening questions can be assigned directly to a job requisition, allowing candidates to answer these questions during the application process.

##### Import Question Library (Option D):

Questions can be managed through the Import Question Library, enabling administrators to add or modify pre-screening questions and then assign them to job requisitions as needed.

#### Reference:

#### Explanation of Incorrect Options:

Option A - Candidate Summary: This area provides a summary of candidate information and is not used for configuring pre-screening questions.

Option B - Candidate Profile: This holds information about the candidate but does not manage pre-screening questions for requisitions.

#### NEW QUESTION # 15

You want to trigger e-mails by candidate status. Where is the trigger configured?

- A. In E-mail Notification Template Settings
- B. In Recruiting E-mail Triggers
- C. In Edit Applicant Status Configuration
- D. In Manage Recruiting E-mail Templates

#### Answer: C

#### Explanation:

To trigger emails by candidate status, the appropriate configuration is done in the Edit Applicant Status Configuration section. Here, administrators can define email notifications based on specific candidate status changes.

##### \* Steps to Configure:

\* Go to Admin Center > Edit Applicant Status Configuration.

\* Select the relevant status and specify the email template to trigger for each status change.

\* Save the configuration to ensure that emails are triggered automatically based on status changes.

: SAP SuccessFactors Recruiting Management Configuration Guide - Applicant Status and Email Triggers section.

#### Explanation of Incorrect Options:

Option B - In E-mail Notification Template Settings: This is for managing general email templates, not configuring status-based triggers.

Option C - In Recruiting E-mail Triggers: This option does not exist as a specific configuration area.

Option D - In Manage Recruiting E-mail Templates: This is used to manage email templates but does not control the triggering mechanism for candidate status changes

## NEW QUESTION # 16

Which SMS messages are tracked on the correspondence audit trail within the candidate summary page? Note: There are 2 correct answers to this question.

- A. Requisition-triggered SMS notifications
- B. SMS responses from the candidate
- C. Status-triggered SMS notifications
- D. Ad-hoc SMS notifications

**Answer: C,D**

## NEW QUESTION # 17

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