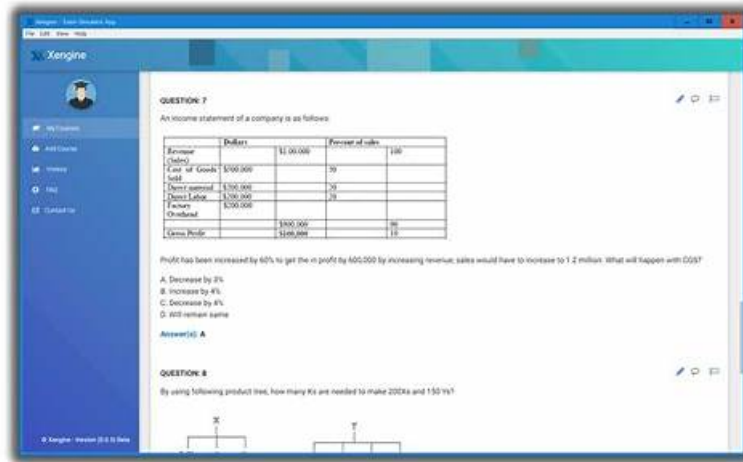


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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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 3	<ul style="list-style-type: none"> 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.
Topic 4	<ul style="list-style-type: none"> 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.
Topic 5	<ul style="list-style-type: none"> 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 6	<ul style="list-style-type: none"> 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 (Q40-Q45):

NEW QUESTION # 40

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

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

Answer: D

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 # 41

Which object type is recommended to be configured with the multi-selection attribute?

- **A. Location Foundation Object**
- B. Division Generic Object
- C. No objects can use the multi-select attribute
- D. Department Generic Object

Answer: A

NEW QUESTION # 42

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

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

Answer: A,B

NEW QUESTION # 43

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

- A. Succession template
- **B. Candidate Application template**
- C. Candidate Profile template

- **D. Job Requisition template**

Answer: B,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 # 44

The (S) Sourcer operator has a field permission taken away but the V operator gives permission to that field. The (S) Sourcer is an approver in the Route Map. What is the result?

- **A. The V permission overrides the taken away S permission.**
- B. The V permission causes the S permission to only allow for reporting of the field in questions .
- C. It depends on the order in which the permissions were configured.
- D. The V permission is irrelevant in this situation.

Answer: A

NEW QUESTION # 45

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