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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">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 3	<ul style="list-style-type: none">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 4	<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 5	<ul style="list-style-type: none">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 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 (Q54-Q59):

NEW QUESTION # 54

You have updated a standard field label in the Job Requisition template. However this change was NOT reflected when creating a new job requisition. What must be configured? Note: There are 2 correct answers to this question.

- A. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.
- B. The field label must be updated in Custom Token Settings in Provisioning.
- C. The field label must be updated in the Job Requisition template field definition.
- D. The field label must be updated in the permission section of the Job Requisition template.

Answer: A,C

Explanation:

C). The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center. SuccessFactors has a central place to manage labels for standard fields. This ensures consistency across the system. If you only change the label within the template, it will be overridden by this central setting.
D). The field label must be updated in the Job Requisition template field definition. You do need to update the field label within the template itself. This tells the template which label to pull from the central settings.

NEW QUESTION # 55

Who can configure the approval workflow for the offer? Note: There are 2 correct answers to this question.

- A. System admins with permission to "Manage Route maps" in the Admin Center
- B. Operators with permission to launch the Offer Approval in the respective applicant status if the approval workflow is configured as editable
- C. Users with permissions to configure the Offer Details template within Manage Recruiting templates
- D. Users with permissions to Manage Offer Letter Templates in the Admin Center

Answer: B,C

NEW QUESTION # 56

You want to send a candidate an Ad-hoc e-mail but you CANNOT find the e-mail template you have configured. What could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The e-mail is NOT enabled.
- B. The e-mail is NOT assigned to the correct e-mail trigger.
- C. The selected language is NOT correct.
- D. The e-mail is NOT linked to the correct e-mail notification template.

Answer: A,C

Explanation:

In SAP SuccessFactors Recruiting, there are several possible reasons why an email template may not appear in the Ad-hoc email selection. Here's a detailed breakdown of the causes and solutions as per SuccessFactors Recruiting documentation:

Selected Language is NOT Correct (Option B):

SAP SuccessFactors Recruiting offers multi-language support. When configuring email templates, each template can be defined in multiple languages. If a user selects a language for which the email template is not configured, the template will not be visible in the email selection options.

Steps to Check:

Go to Admin Center > Manage Recruiting Email Templates.

Open the desired email template and check if it has content for the language selected by the user.

Add the required translations for missing languages if needed.

Reference:

Email is NOT Enabled (Option C):

For an email template to be accessible, it must be enabled in the system. If the email template has not been enabled, it will not be available for ad-hoc use.

Steps to Enable:

Navigate to Admin Center > Manage Recruiting Email Templates.

Locate the template in question, open its settings, and verify if it is enabled. If it is not, select the option to enable it.

Explanation of Incorrect Options:

Option A - The email is NOT linked to the correct email notification template:

Email notification templates and ad-hoc email templates function independently in SAP SuccessFactors Recruiting. Notification templates are used for automatic notifications triggered by specific actions, while ad-hoc templates are manually selected by users. This separation means that an ad-hoc email template does not need to be linked to a notification template.

Option D - The email is NOT assigned to the correct email trigger:

Triggers are primarily used for system-generated notifications based on events, not for ad-hoc emails. Ad-hoc emails do not require a trigger to be visible to users, so this is not a relevant cause.

NEW QUESTION # 57

When using Interview Central what is the Hiring Manager Note used for?

- A. To give instructions to the interviewers
- B. To save notes about the interviewee
- C. To invite the hiring manager to the interview
- D. To inform the recruiter about the hiring manager's decision

Answer: A

Explanation:

In Interview Central, the Hiring Manager Note feature allows the hiring manager to provide specific instructions or guidance for the interviewers. This note may include details about what to focus on during the interview, specific competencies to assess, or other relevant information to ensure the interview process is aligned with the job's requirements.

Purpose of Hiring Manager Note:

This note serves as a guideline for interviewers, enhancing the consistency and relevance of evaluations by focusing on key attributes the hiring manager deems important.

Reference:

Explanation of Incorrect Options:

Option A (To save notes about the interviewee): Notes about the interviewee are recorded separately by each interviewer.

Option B and Option D do not relate to the function of the Hiring Manager Note in Interview Central.

NEW QUESTION # 58

Where do you grant a user access to Recruiting E-mail Templates?

- A. In Provisioning → Managing Recruiting
- B. In Admin Center → Manage Permission Roles
- C. In Admin Center → Manage Recruiting Settings
- D. In Provisioning → Company Settings

Answer: B

Explanation:

To grant a user access to Recruiting Email Templates, permissions must be assigned via Manage Permission Roles in Admin Center. Permissions control which users or roles can access, view, and manage recruiting email templates.

Steps to Grant Access:

Go to Admin Center > Manage Permission Roles.

Select the role for which you want to grant access to email templates.

In the role permissions, navigate to Recruiting Permissions and check the option for Manage Recruiting Email Templates.

Save the changes to apply the permissions.

Reference:

Explanation of Incorrect Options:

Option A - In Provisioning → Company Settings: Provisioning is used primarily for backend configurations and system setup, but it does not directly control user access permissions to email templates.

Option B - In Admin Center → Manage Recruiting Settings: This area allows configuration of recruiting-related settings but does not control user-specific permissions.

Option C - In Provisioning → Managing Recruiting: Provisioning is not where user access to recruiting email templates is configured.

NEW QUESTION # 59

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