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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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 4	• 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 5	• 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	• 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.
Topic 7	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q25-Q30):

NEW QUESTION # 25
Which of the following are characteristics of standard e-mail notification templates? Note: There are 2 correct answers to this question.

- A. Standard templates can be deleted in Provisioning.
- B. Some templates are shared with other modules.
- C. All standard templates are enabled by default.
- D. Some templates are predefined for Recruiting.

Answer: B,D

Explanation:
Standard email templates in SAP SuccessFactors have the following characteristics:
* Shared with Other Modules (Option B):Some email templates are designed for use across multiple SAP SuccessFactors modules, such as Onboarding or Employee Central, and can be shared to streamline communication workflows.
: SAP SuccessFactors Email Templates Guide - Shared and Multi-Module Templates.
Predefined for Recruiting (Option C):SAP SuccessFactors provides a set of predefined templates tailored specifically for recruiting. These templates support common recruiting actions, such as interview scheduling and application submission acknowledgments.
Reference: SAP SuccessFactors Recruiting Management Implementation Guide - Standard Email Templates.
Explanation of Incorrect Options:
Option A - Standard templates can be deleted in Provisioning: Standard templates cannot typically be deleted. They can be deactivated but remain in the system.
Option D - All standard templates are enabled by default: Not all templates are enabled by default; administrators must selectively enable and configure templates as needed.

NEW QUESTION # 26
If you want to create and send an offer to your candidate which of the following feature permissions do you enable? Note: There are 2 correct answers to this question.

- A. Offer Letter
- B. Interview Assessment
- C. Background Check
- D. Offer Approval

Answer: A,D

Explanation:
To create and send an offer to a candidate in SAP SuccessFactors Recruiting, the permissions for Offer Approval and Offer Letter must be enabled. These permissions allow the recruiter to initiate the offer process, complete any required approvals, and generate the offer letter for the candidate.
Offer Approval (Option A):
This permission enables the process of approving the offer, ensuring all necessary approvals are in place before the offer is sent to the candidate.
Offer Letter (Option C):
This permission allows the recruiter to create and generate the offer letter document, which is then sent to the candidate.
Steps to Configure:
Go to Admin Center > Manage Permission Roles.
Assign the Offer Approval and Offer Letter permissions to the appropriate user roles.
Reference:

Explanation of Incorrect Options:
Option B - Background Check: Background checks are related to candidate vetting, not the offer creation or approval process.
Option D - Interview Assessment: Interview assessment permissions are used for evaluating candidates, not for creating or sending offers.

NEW QUESTION # 27

A Recruiter CANNOT see the status "Phone Screening".
Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The status "Phone Screening" is NOT enabled in the Talent Pipeline.
- B. The status "Phone Screening" is NOT enabled in the Job Requisition template.
- C. The status "Phone Screening" is NOT set as Visible by the Recruiter.
- D. The status "Phone Screening" is set as "hidden" in the Application template.

Answer: A,C

Explanation:
If a recruiter cannot see the "Phone Screening" status, it could be due to the following reasons:
* Status Not Enabled in the Talent Pipeline (Option A):The Talent Pipeline is configured to control the visibility and sequence of application statuses. If "Phone Screening" is not enabled in the Talent Pipeline, it will not appear in the recruiting workflow.
* Status Not Visible to the Recruiter (Option D):Visibility settings control who can view each status. If "Phone Screening" is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.
* Steps to Check:
* Go to Admin Center > Edit Applicant Status Configuration and ensure that "Phone Screening" is enabled in the pipeline and set as visible to the recruiter role.
: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Talent Pipeline and Status Visibility.
Explanation of Incorrect Options:
Option B - Status in Job Requisition Template: Status visibility is configured in the Talent Pipeline, not the Job Requisition template.
Option C - Hidden in Application Template: Statuses are not managed within the Application template; they are controlled in the Talent Pipeline.

NEW QUESTION # 28

Which of the following standard objects CANNOT be configured in the Job Requisition template?

- A. Location
- B. Type
- C. Offer
- D. Position
- E. Division

Answer: B,C

Explanation:
The Offer object is not configured in the Job Requisition template as it is managed through the Offer Details template, a separate template for managing candidate offers once they reach the offer stage.
Configurable Objects in Job Requisition Template:
Position, Location, Division, and Type are standard objects that can be configured within the Job Requisition template. These fields help define the job's details and organizational structure.
Separate Configuration for Offer:
Offer-related fields and settings are configured in the Offer Details template, not in the Job Requisition template.

NEW QUESTION # 29

When defining the field attribute overrides in the Application XML which of the following attributes determine which override(s) should trigger? Note: There are 2 correct answers to this question.

- A. State/Province of the Job Posting
- B. Applicant type

- C. Country of the Job
- D. Country of the candidate

Answer: B,C

Explanation:
When defining field attribute overrides in the Application XML, certain attributes determine which overrides will trigger. These include:
Country of the Job (Option B):
The location of the job posting is a common condition for overrides, especially for compliance with country-specific regulations.
Applicant Type (Option D):
Overrides can be based on the applicant type (e.g., internal or external candidate), as different application processes may apply to different applicant types.
Reference:
Explanation of Incorrect Options:
Option A - State/Province of the Job Posting: This level of geographic specificity is not typically used for XML overrides.
Option C - Country of the Candidate: Overrides are generally configured based on job location rather than candidate location.

NEW QUESTION # 30

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