

C_THR83_2505 Test Guide & C_THR83_2505 Exam Topic



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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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.
Topic 4	<ul style="list-style-type: none">Candidate Profile Template: This section of the exam measures skills of Recruiting Analysts in configuring the candidate profile template. It includes the layout, field usage, and integration of candidate data to streamline talent acquisition and evaluation.

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

NEW QUESTION # 12

Who can edit an existing recruiting group?

- A. All members of the recruiting group
- B. The original creator of the recruiting group
- C. All users with appropriate administrative permissions
- D. The original creator of the requisition template

Answer: C

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.

Reference:

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 # 13

What action is possible within Interview Central?

- A. The recruiter can invite the candidate to apply.
- B. Candidates can be moved to another status.
- C. Candidates can be rated based on a set of competencies.
- D. The interviewer can extend the Offer Letter.

Answer: C

Explanation:

In Interview Central, interviewers have the ability to rate candidates based on a predefined set of competencies. This feature allows for structured assessment and consistent evaluation criteria across interviewers.

* Steps to Use:

* Within Interview Central, select the candidate and rate them on each of the competencies provided.

* Ratings can be viewed and used to compare candidates across different competency areas.

: SAP SuccessFactors Recruiting Management Interview Guide - Using Interview Central for Candidate Evaluation.

Explanation of Incorrect Options:

Option A - Move Candidates to Another Status: Status changes are typically done in the main candidate management view.

Option B - Extend Offer Letter: Offer letters are managed separately in the offer management process, not in Interview Central.

Option D - Invite Candidate to Apply: This is done outside of Interview Central.

NEW QUESTION # 14

How are an interviewer's ratings of an applicant displayed to a recruiter? Note: There are 2 correct answers to this question.

- A. As approved or declined
- B. As a percentage
- C. As recommended or not recommended
- D. As an average rating for each competency

Answer: C,D

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 # 15

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

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

Answer: B,C

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 # 16

What could cause an automated e-mail notification to be triggered? Note: There are 2 correct answers to this question.

- **A. A change in an applicant status**
- B. A change in the label of a status
- **C. A change in a candidate password**
- D. A change in the setup of a pre-screening question

Answer: A,C

NEW QUESTION # 17


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