

SAP C_THR83_2505 Convenient PDF Format



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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 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">• 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 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.
Topic 7	<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 8	<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.

>> C_THR83_2505 Real Questions <<

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q70-Q75):

NEW QUESTION # 70

What is the field id that you must add to the Job Requisition template to fully enable the employee referral feature?

- A. id="erpAmount"
- B. id="amount"
- C. id="referral"
- D. id="employee referral"

Answer: A

NEW QUESTION # 71

Which of the following fields would you map between the Candidate Profile and the People Profile? Note: There are 2 correct answers to this question.

- A. Professional membership
- B. Available start date
- C. Language skills
- D. Expected salary

Answer: A,C

NEW QUESTION # 72

Which step is required to connect an Application template to the Job Requisition template?

- A. Map the application template name in the Job Requisition template.

- B. Connect the templates in Form Template Settings.
- C. Configure a new Application template with a new << template-name>>.
- D. Map the <application-status-set > in the Job Requisition template.

Answer: A

Explanation:

To connect an Application template to a Job Requisition template, you must map the name of the application template in the Job Requisition template. This configuration ensures that the requisition is correctly associated with the application template, allowing applicants to complete the correct application form.

Define the Application Template Name in the Job Requisition XML:

Open the Job Requisition XML template and locate the section where the application template name is referenced.

Use the application-template-name field to link the correct application template.

Save and Deploy the Configuration:

Ensure the updated XML file is correctly uploaded to the system to activate the connection.

NEW QUESTION # 73

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

Answer: A,D

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 # 74

What is the purpose of a job board credit?

- A. To pay Recruiting Posting to complete the job posting
- B. To pay a job board to complete a job posting

- C. To pay a customer by job board when a new job is posted to the job board
- D. To pay a customer by Recruiting Posting when a new Posting Profile is created

Answer: B

Explanation:

A job board credit in SAP SuccessFactors Recruiting Posting is a unit or token used to pay a job board for posting a job. Many job boards operate on a credit system where each job posting requires one or more credits for the job to be posted publicly.

* Job Board Credit Usage:

* When an organization posts a job to an external job board, Recruiting Posting deducts the required number of credits from the organization's account with that job board. This allows the job board to complete and publish the job posting.

: SAP SuccessFactors Recruiting Posting User Guide - Understanding Job Board Credits and Payment Models.

Explanation of Incorrect Options:

Options A, B, and D do not accurately describe the purpose of a job board credit, which is specifically used to pay job boards for job postings.

NEW QUESTION # 75

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