

C-THR83-2505 Certification Practice & Review C-THR83-2505 Guide



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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 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"> • 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"> • 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 6	<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 7	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q15-Q20):

NEW QUESTION # 15

When creating multi-stage application permission blocks which of the following must be defined in the permission? Note: There are 2 correct answers to this question.

- A. Status label
- B. Permission type (read or write)
- C. Applicant type
- D. Operator

Answer: B,D

Explanation:

In multi-stage application settings, each permission block must define certain elements to control access for different stages of the application process:

* Operator (Option A): The operator refers to users involved in the recruiting process, such as hiring managers, recruiters, and approvers. Each permission block must define the operator to specify who has access to the application stage.

* Steps:

* Go to Admin Center > Manage Recruiting Roles.

* Configure each operator's access to the relevant stage.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Multi-Stage Application Permissions.

Permission Type (read or write) (Option C): Each permission block must also specify the type of access- either read or write- allowing you to control who can view or edit application information at a given stage.

Steps:

In the Application Template XML, define the read/write access for each stage and operator.

Reference: SAP SuccessFactors Recruiting Management Implementation Guide - Permission Types in Application Templates.

Explanation of Incorrect Options:

Option B: Applicant type does not need to be specified in each permission block; permissions are applied based on stages and

roles.

Option D: Status labels are not required in permission blocks; they are typically used for candidate status tracking.

NEW QUESTION # 16

You have only granted read permissions to the G role in the pre-approved status. However the Hiring Manager can still edit some fields in the pre-approved status upon testing.

What could have caused this problem?

- A. The G role has write permissions for these fields in the approved status and closed status.
- B. The G role has edit permissions for these fields via the Role-Based Permission settings.
- C. The J role has write permissions for these fields.
- D. The V role has write permissions for these fields.

Answer: D

NEW QUESTION # 17

What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- A. The e-mail trigger needs to be enabled in the Job Requisition template.
- B. The e-mail trigger needs to be enabled in the Admin Center.
- C. An e-mail template needs to be assigned to the e-mail trigger.
- D. The J permission needs to be granted in the Candidate Application template.

Answer: B,C

Explanation:

To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:

Assign an E-mail Template to the E-mail Trigger (Option A):

Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

Steps:

Go to Admin Center > Manage Recruiting E-mail Templates.

Select and configure the email template that matches the trigger you want to activate.

Assign the template to the relevant email trigger.

Reference:

Enable the E-mail Trigger in the Admin Center (Option C):

Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.

Steps:

Go to Admin Center > E-mail Notification Template Settings.

Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.

Explanation of Incorrect Options:

Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.

Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

NEW QUESTION # 18

Which of the following statements apply to pre-screening questions? Note: There are 2 correct answers to this question.

- A. Pre-screening questions can be designated to only appear internally or externally and can vary by country.
- B. Pre-screening questions are added directly to the Application XML.
- C. Pre-screening questions can be set to be disqualifier questions.
- D. Pre-screening questions can vary by job requisition.

Answer: C,D

Explanation:

Pre-screening questions offer flexibility to help recruiters screen candidates effectively:

Vary by Job Requisition (Option A):

Pre-screening questions can be tailored for each job requisition, allowing questions to align with specific job requirements.

Set as Disqualifier Questions (Option B):

Questions can be configured as disqualifiers, automatically filtering out candidates who do not meet certain criteria.

Reference:

Explanation of Incorrect Options:

Option C - Added directly to Application XML: Pre-screening questions are managed in question libraries or templates, not directly in the Application XML.

Option D - Internal/External or Country-based Display: Pre-screening questions generally do not vary by visibility (internal/external) or country settings.

NEW QUESTION # 19

Which of the following can you use to explore released APIs?

- A. SAP Business Accelerator Hub
- B. SAP Application Interface Framework
- C. SAP Integration Suite

Answer: A

Explanation:

To explore released APIs for SAP products, SAP Business Accelerator Hub (formerly known as SAP API Business Hub) is the primary platform. It provides a comprehensive library of APIs, including documentation, testing tools, and usage examples, which are essential for developing integrations with SAP SuccessFactors and other SAP modules.

* Steps to Use:

* Go to SAP Business Accelerator Hub and search for the relevant API.

* Access documentation, and explore API endpoints, data models, and sample responses.

: SAP Business Accelerator Hub Documentation - Overview of Available SAP APIs.

Explanation of Incorrect Options:

Option A - SAP Application Interface Framework: This is used for error handling and monitoring, not API exploration.

Option B - SAP Integration Suite: While useful for building integrations, it does not serve as a primary API exploration platform.

NEW QUESTION # 20

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