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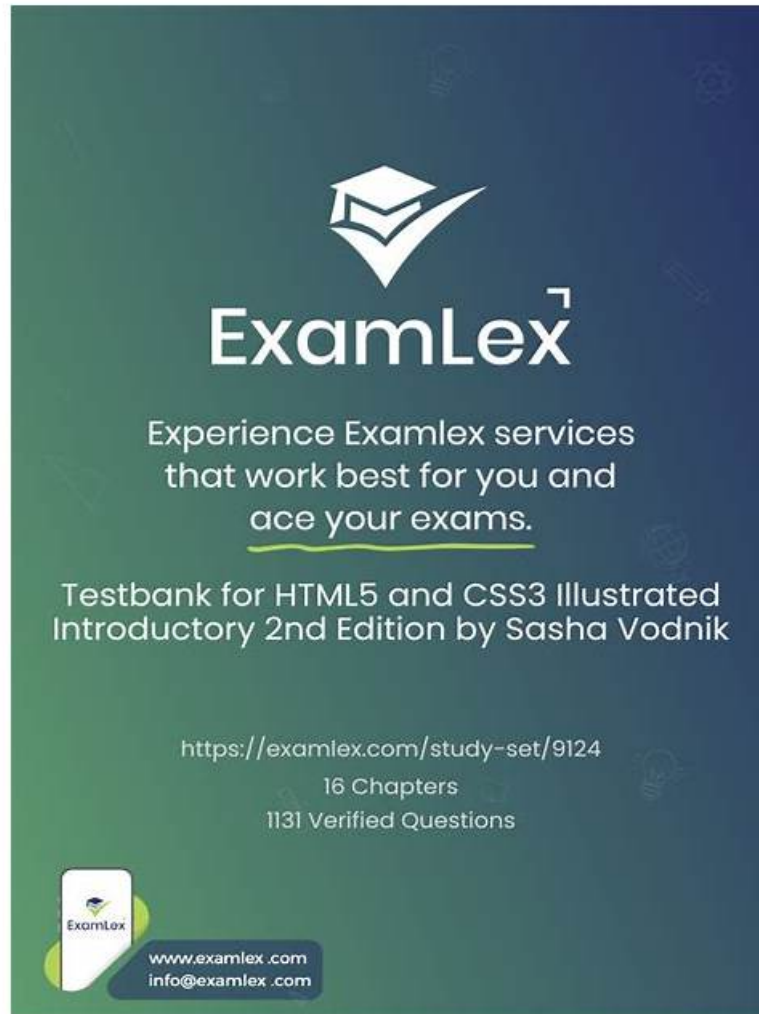

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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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	• 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 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	• 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 (Q43-Q48):

NEW QUESTION # 43
Which of the following are characteristics of standard e-mail notification templates? Note: There are 2 correct answers to this question.

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

Answer: A,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 # 44

What needs to be enabled for an external candidate to accept an online offer without using an eSignature?

- A. Enable candidate privacy in Provisioning.
- B. Enable Docusign integration for eSignatures.
- C. Enable an e-mail template that has the online offer token directing candidates to the Career Portal.
- D. Enable role-based permissions (RBP) for candidates.

Answer: C

Explanation:
For external candidates to accept an online offer without using an eSignature, an email template containing a token that directs candidates to the Career Portal is required. This token allows candidates to access the online offer acceptance page directly.
Configure the Email Template with Online Offer Token:
Go to Admin Center > Manage Recruiting Email Templates.
Create or edit an email template to include the online offer token, which provides candidates with a link to review and accept their offer on the Career Portal.
Testing the Online Offer Process:
Send a test offer to verify that the link directs candidates to the offer acceptance page without requiring an eSignature.
Reference:
Explanation of Incorrect Options:
B (Enable candidate privacy) and D (Enable RBP for candidates) do not directly enable the online offer acceptance without eSignature.
C (Enable Docusign integration) is relevant for eSignatures but is not necessary if the organization opts not to use eSignatures for online offers.

NEW QUESTION # 45
Interview Scheduling and Outlook integration are enabled.
How are available time slots for an interview created in the system?

- A. Entered by the interviewer into Interview
- B. Populated from the Career Portal of the interviewer
- C. Entered by the interviewer into Interview Central
- D. Scheduling Populated from the Outlook calendar of the interviewer

Answer: D

Explanation:
When interview scheduling and Outlook integration are enabled, available time slots are automatically populated from the interviewer's Outlook calendar, allowing the recruiting team to view and select suitable time slots for interviews.
Steps to Configure:
Ensure that Outlook integration for interview scheduling is enabled in Admin Center > Manage Recruiting Settings.
The system will sync with the interviewer's Outlook calendar to display available slots.
Reference:
Explanation of Incorrect Options:
Option A - Career Portal: The interviewer's availability is not populated from the career portal.
Option B - Interview Central: This centralizes interview management but does not directly enter time slots.
Option C - Interview: Time slots are not manually entered; they sync with Outlook.

NEW QUESTION # 46
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 set as "hidden" in the Application template.
- B. The status "Phone Screening" is NOT set as Visible by the Recruiter.
- C. The status "Phone Screening" is NOT enabled in the Talent Pipeline.
- D. The status "Phone Screening" is NOT enabled in the Job Requisition template.

Answer: B,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 # 47

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Integrate clean core practices in the end-to-end value process chain.
- B. Establish release management.
- C. Establish regular housekeeping tasks and procedures.
- D. Define roles and responsibilities as part of a process transformation office.
- E. Establish an organizational structure technical foundation and transformation methodology for clean core.

Answer: A,B,C

Explanation:

SAP recommends several guiding principles to maintain a clean core in SAP environments, minimizing customizations that can complicate future upgrades and maintenance:

Establish Regular Housekeeping Tasks (Option A):

Routine housekeeping ensures the system is free of obsolete data and configurations, improving performance and simplifying management.

Establish Release Management (Option B):

An organized release management strategy is crucial to streamline updates, maintain clean configurations, and prevent conflicting customizations.

Integrate Clean Core Practices in the End-to-End Value Process Chain (Option D):

Embedding clean core principles across all business processes helps maintain consistency, standardize operations, and ensure the long-term maintainability of the system.

Reference:

Explanation of Incorrect Options:

Option C - Define roles and responsibilities: While important, this is not a specific guiding principle for a clean core.

Option E - Establish organizational structure for clean core: This focuses more on team structure than on core system practices.

NEW QUESTION # 48

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