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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	• 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	• 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	• 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.

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

NEW QUESTION # 70
A customer would like a certain field to be displayed to ALL candidates on the application regardless of the country of the job the candidate is applying for. In order for this to happen which configuration is required?

- A. The field must be defined as public=true.
- B. The field must be configured in the Candidate Profile.
- C. The field must be included in the field attribute overrides.
- D. The field must be permissioned to the Candidate operator in the Application XML.

Answer: B

NEW QUESTION # 71
You have configured a custom field in the Job Requisition template and would like to use the custom field as a token in the Job Description and in the Recruiting E-mail templates.
How do you do this? Note: There are 2 correct answers to this question.

- A. Configure the field as token in Provisioning > Configure Custom Token Settings.
- B. Ensure the field is configured as a public field in the Job Requisition template.
- C. Add the field in the Job Requisition > Listing Layout Fields.
- D. Configure the field as a reportable field within Provisioning > Configure Reportable Fields.

Answer: A,D

Explanation:
To use a custom field as a token in Job Descriptions and Recruiting Email templates, certain configurations in Provisioning are required to ensure the field is recognized by the system as a token and is reportable.
* Configure as a Token in Provisioning (Option A):
* Go to Provisioning > Configure Custom Token Settings.
* Add the custom field to be used as a token, enabling its availability in job descriptions and email templates.
* Set as Reportable Field in Provisioning (Option D):
* In Provisioning > Configure Reportable Fields, configure the field to ensure it is available in reports and other templates, including email and requisition templates.
* Testing and Verification:
* After configuration, test the token in a job description or email template to ensure it displays correctly.
: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Custom Tokens and Reportable Fields.
Explanation of Incorrect Options:
Option B: Listing Layout Fields relates to display settings on the job listing and does not impact token functionality.
Option C: Making the field public does not automatically configure it as a token.

NEW QUESTION # 72

Who can edit an existing recruiting group?

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

Answer: A

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 # 73

What action is possible within Interview Central?

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

Answer: D

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.
Reference:
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 # 74

What triggers the country-specific overrides on an Application template?

- A. The country/region field used for candidate search filters in the Job Requisition template
- B. The country of the candidate captured in the Candidate Profile template
- C. The derived country field in the Job Requisition template
- D. The country of the candidate captured in the Application template

Answer: C

Explanation:
In the Application template, country-specific overrides are triggered based on the derived country field in the Job Requisition template. This field determines the location of the job and thereby activates any corresponding country-specific fields or

configuration set in the application template.

Define Derived Country Field in Job Requisition Template:

The derived country field is specified in the Job Requisition template, allowing the system to determine which country-specific settings to apply.

Activate Country-Specific Overrides:

Once the derived country is identified, any predefined fields or layout adjustments for that country in the Application template are triggered.

Reference:

Explanation of Incorrect Options:

Option A and Option C: These options refer to fields in the Application and Candidate Profile templates, which do not trigger country overrides for the application itself.

Option D: The candidate search filters do not control overrides in the application template.

NEW QUESTION # 75

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