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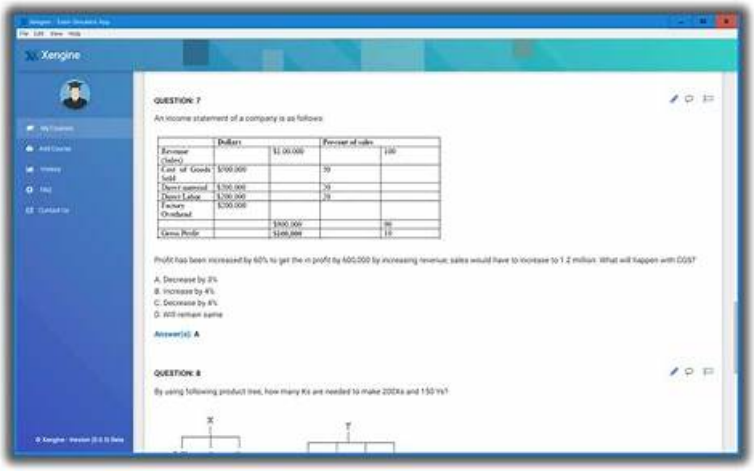

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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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 5	• 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 6	• 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 7	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q34-Q39):

NEW QUESTION # 34
What is the purpose of the interviewGuide field on the Job Requisition template?

- A. To allow interviewers to invite a candidate to join Interview Central in order to conduct an interview
- B. To upload standard operating procedures for conductingan interview
- C. To provide candidates with logistics information for an interview
- D. Offer
- E. To allow the hiring manager to send a message to the interviewers

Answer: B

NEW QUESTION # 35
How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

- A. Assign a permission to a field for each status (pre-approved approved and closed).
- B. Add the operators for each permission block.
- C. Define the permissions in the Role-Based Permissions section in the Admin Center.
- D. Set the permissions to write or read for each field.
- E. Permission the J role for each field.

Answer: A,B,D

Explanation:
In SAP SuccessFactors Recruiting, defining permissions for job requisition fields involves several key steps to ensure that the right users have the necessary read or write access for each field:
* Assign Permission for Each Status (Option A):Different statuses in the requisition lifecycle (pre- approved, approved, and closed) may require distinct permissions for fields.
* Add Operators for Each Permission Block (Option B):Define operators (e.g., recruiter, hiring manager) for each permission block, determining who can view or edit fields.
* Set Write or Read Permissions (Option D):Specify the level of access-either read or write-for each field based on the roles and statuses.
: SAP SuccessFactors Recruiting Management Data Model Guide - Field Permissions and Role Configurations.
Explanation of Incorrect Options:

Option C - Permission the J role: Permissions are assigned by field and operator, not a single role.
Option E - Role-Based Permissions in Admin Center: Job requisition field permissions are typically configured within the Job Requisition Data Model XML, not directly in Role-Based Permissions.

NEW QUESTION # 36
Which fields have a pull-down or "find value" where the values are configured directly in the Job Requisition field definition?

- A. Enum
- B. Derived
- C. Instruction
- D. Bool

Answer: A

Explanation:
In SAP SuccessFactors Recruiting, fields of type Enum (enumeration) are configured with pre-defined options directly in the Job Requisition template's field definition. These options are displayed as a dropdown or pull-down menu in the requisition form.
* Enum Field Type:
* An Enum field allows users to select from a list of values configured directly in the Job Requisition template, providing a user-friendly interface for data entry.
: SAP SuccessFactors Recruiting Management Implementation Guide - Field Types and Enum Field Configuration in Job Requisition Templates.
Explanation of Incorrect Options:
Instruction: This field type is used for informational text rather than a selectable list.
Derived: Derived fields are calculated based on other data, not a dropdown selection.
Bool: Bool fields are for binary options (true/false), not multiple selectable values.

NEW QUESTION # 37
Which of the following are characteristics of standard e-mail notification templates? Note: There are 2 correct answers to this question.

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

Answer: B,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.
Reference:
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.
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 # 38
Which of the following API types does SAP recommend to use to achieve clean core integrations? Note:
There are 2 correct answers to this question.

- A. SOAP
- B. IDoc
- C. OData
- D. RFC

Answer: A,C

Explanation:
SAP recommends OData and SOAP APIs for clean core integrations, as they are modern, standardized, and compatible with SAP's cloud-based solutions. These APIs help maintain a clean core by allowing data integrations without custom modifications to the core system.
* SOAP (Option C):SOAP is commonly used for integrations with SAP's enterprise applications, supporting reliable messaging and security features.
* OData (Option D):OData APIs are lightweight and RESTful, making them ideal for web and cloud integrations, particularly for SuccessFactors.
: SAP API Management Guide - Recommended API Types for Integration.
Explanation of Incorrect Options:
Option A - IDoc: IDocs are used for traditional SAP ERP integrations but are not recommended for maintaining a clean core in cloud environments.
Option B - RFC: RFCs are legacy interfaces and not recommended for cloud-based or clean core strategies.

NEW QUESTION # 39
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