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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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 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	• 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 (Q14-Q19):

NEW QUESTION # 14
In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note:
There are 2 correct answers to this question.

- A. The competencies field must be defined in the Job Requisition template.
- B. Families and Roles are implemented and maintained with competencies mapped.
- C. Job Profile Builder must be configured.
- D. The Job Description library must be configured for each job family and role.

Answer: A,B

NEW QUESTION # 15
A customer would like their Recruiters to be able to access different fields on the candidate's application during the different statuses of the Talent Pipeline. Which of the following feature allows this option?

- A. Multi-stage applications
- B. Configure multiple Job Requisition templates
- C. Single-stage applications
- D. Late-stage applications

Answer: A,D

Explanation:
Multi-stage applications allow recruiters to access different fields on a candidate's application depending on the application status in the Talent Pipeline. This feature provides flexibility to adjust field visibility or edit permissions as a candidate moves through various stages of the hiring process.
* Configure Multi-Stage Application Permissions:
* Multi-stage application permissions are set in the Application XML or within the Admin Center, allowing specific fields to become accessible or restricted depending on the current status in the pipeline.
* Define Stage-Specific Permissions:
* In each stage, configure the fields and access permissions based on roles such as Recruiter, Hiring Manager, etc., allowing tailored

visibility throughout the recruitment pipeline.
: SAP SuccessFactors Recruiting Management Implementation Guide - Setting up Multi-Stage Applications for Dynamic Field Access.

NEW QUESTION # 16
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 NOT enabled in the Talent Pipeline.
- B. The status "Phone Screening" is NOT enabled in the Job Requisition template.
- C. The status "Phone Screening" is NOT set as Visible by the Recruiter.
- D. The status "Phone Screening" is set as "hidden" in the Application template.

Answer: A,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 # 17
If a recruiter forwards a candidate's application (using the Forward as Applicant action) which of the following information can be accessed from the candidate's initial application? Note: There are 3 correct answers to this question.

- A. Previous background check results
- B. Previous application score
- C. Previous application template name
- D. Answers to pre-screening questions
- E. Previous interview results

Answer: B,D,E

NEW QUESTION # 18
In order to associate a Job Requisition to an approval workflow what must be done? Note: There are 2 correct answers to this question.

Solution:

A. **Configure Route Map in Admin Center**
A Route Map (which defines the approval workflow) must be created and configured via
Admin Center → Manage Route Maps. This outlines the approval steps such as Originator →
Hiring Manager → Recruiter

Reference : https://learning.sap.com/

B. **Associate Route Map to Job Requisition**
After creating it, you must associate the Route Map with the relevant Job Requisition
template under **Form Template Settings** to connect the workflow to the requisition.

Reference : https://learning.sap.com/

- A. The Job Requisition must be associated to the appropriate Route Map in Form Template Settings.
- B. A Route Map must be created and configured in Admin Center.
- C. Multiple Route Maps can be associated to one Job Requisition template.
- D. A business rule to trigger the approval workflow must be created in Admin Center > Configure Business Rules.

Answer: A,B

Explanation:
To associate a Job Requisition with an approval workflow, administrators need to configure route maps properly within SAP SuccessFactors Recruiting:
Associate the Job Requisition with a Route Map in Form Template Settings (Option A):
Link the job requisition template with a route map to enable workflow approval.
Create and Configure a Route Map in Admin Center (Option B):
The route map must be configured to outline the steps and approvers in the approval workflow for the job requisition.
Steps to Configure:
In Admin Center > Manage Route Maps, create and configure the route map with the desired approval steps.
In Admin Center > Form Template Settings, link the job requisition template with the configured route map.
Reference:
Explanation of Incorrect Options:
Option C - Create a Business Rule: Business rules are not required for associating a job requisition to a route map.
Option D - Multiple Route Maps per Job Requisition Template: Only one route map can be assigned to a job requisition template.

NEW QUESTION # 19

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