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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q46-Q51):

NEW QUESTION # 46
You need to allow candidates to search for jobs in a specific country.What do you need to do?

- A. Configure a filter field and add it to the Internal and External Search settings.
- B. Configure the country field on the application template to allow candidates to search for jobs in their country.
- C. Configure a background element and map it to the Succession Data Model.
- D. Configure the derived country field and add it as a filter on the Internal and External Search settings.

Answer: A

NEW QUESTION # 47
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. Late-stage applications
- B. Single-stage applications
- C. Multi-stage applications
- D. Configure multiple Job Requisition templates

Answer: A,C

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.

NEW QUESTION # 48
When defining the field attribute overrides in the Application XML which of the following attributes determine which override(s) should trigger? Note: There are 2 correct answers to this question.

- A. Country of the Job
- B. Country of the candidate
- C. Applicant type
- D. State/Province of the Job Posting

Answer: A,C

Explanation:

When defining field attribute overrides in the Application XML, certain attributes determine which overrides will trigger. These include:

Country of the Job (Option B):

The location of the job posting is a common condition for overrides, especially for compliance with country-specific regulations.

Applicant Type (Option D):

Overrides can be based on the applicant type (e.g., internal or external candidate), as different application processes may apply to different applicant types.

Reference:

Explanation of Incorrect Options:

Option A - State/Province of the Job Posting: This level of geographic specificity is not typically used for XML overrides.

Option C - Country of the Candidate: Overrides are generally configured based on job location rather than candidate location.

NEW QUESTION # 49

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 role-based permissions (RBP) for candidates.
- D. Enable an e-mail template that has the online offer token directing candidates to the Career Portal.

Answer: D

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 # 50

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

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

Answer: B,D,E

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 # 51

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