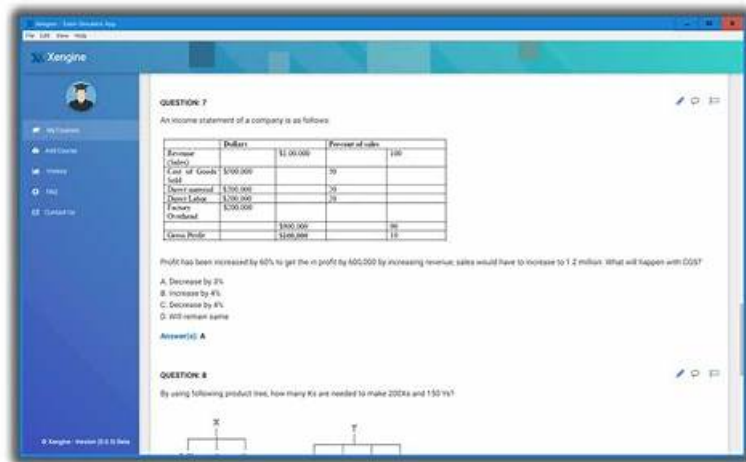


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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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 4	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q63-Q68):

NEW QUESTION # 63

A user wants to start a Recruiting Posting job posting. What must occur before the posting process can begin? Note: There are 3 correct answers to this question.

- A. The position must be posted to the external Career Site.
- B. A job board configuration must be validated for the job board.
- C. The Manage Recruiting Posting permission must be activated.
- D. The Recruiting user must be assigned to one Recruiting Posting group.
- E. At least one posting profile must be associated to the Recruiting user.

Answer: B,C,E

Explanation:

Before a Recruiting Posting job posting can begin, certain prerequisites must be in place to ensure that the user has the necessary configuration and access:

Posting Profile Association (Option A):

The Recruiting user must have at least one posting profile associated with them. Posting profiles define job board configurations and access rights, linking the user to specific posting options.

Job Board Configuration Validation (Option C):

Each job board used in Recruiting Posting requires proper configuration, including access credentials and other necessary data, to allow successful job posting.

Manage Recruiting Posting Permission (Option E):

The Manage Recruiting Posting permission must be enabled for the user, allowing them to initiate and manage job postings across job boards.

Reference:

Explanation of Incorrect Options:

Option B: Posting to an external career site is not a prerequisite for using Recruiting Posting.

Option D: Assigning a Recruiting Posting group is not a requirement to begin the posting process, although it can be used for organizational purposes.

NEW QUESTION # 64

Where can you find a list of all job boards available through Recruiting Posting? Note: There are 2 correct answers to this question.

- A. My job boards
- B. Job Board catalogue on SAP Jams and Communities
- C. Job Board Market Place
- D. My school job boards

Answer: B,C

Explanation:

The list of available job boards for Recruiting Posting can be found in two primary locations:

Job Board Market Place (Option C):

This feature within Recruiting Posting allows users to view, select, and manage job boards available for posting.

Job Board Catalogue on SAP Jams and Communities (Option D):

SAP Jams and Communities provide a comprehensive catalogue of job boards available through Recruiting Posting, along with

detailed descriptions.

Reference:

Explanation of Incorrect Options:

Option A - My school job boards: This is not a standard feature for accessing all job boards.

Option B - My job boards: This refers to job boards specifically selected by the user, not the full catalogue.

NEW QUESTION # 65

When using Interview Central what is the Hiring Manager Note used for?

- A. To inform the recruiter about the hiring manager's decision
- **B. To give instructions to the interviewers**
- C. To save notes about the interviewee
- D. To invite the hiring manager to the interview

Answer: B

Explanation:

In Interview Central, the Hiring Manager Note feature allows the hiring manager to provide specific instructions or guidance for the interviewers. This note may include details about what to focus on during the interview, specific competencies to assess, or other relevant information to ensure the interview process is aligned with the job's requirements.

* Purpose of Hiring Manager Note:

* This note serves as a guideline for interviewers, enhancing the consistency and relevance of evaluations by focusing on key attributes the hiring manager deems important.

: SAP SuccessFactors Recruiting Management User Guide - Interview Central and Hiring Manager Instructions.

Explanation of Incorrect Options:

Option A (To save notes about the interviewee): Notes about the interviewee are recorded separately by each interviewer.

Option B and Option D do not relate to the function of the Hiring Manager Note in Interview Central.

NEW QUESTION # 66

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. Configure multiple Job Requisition templates
- C. Single-stage applications
- **D. Multi-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.

NEW QUESTION # 67

What must you do to request access to a customer's Provisioning?

- A. Assign the customer to your Provisioning ID.
- **B. Gain customer approval to access their instance.**
- C. Enable Company Settings in Provisioning for the customer.
- D. Have access to the customer's signed contract.

Answer: B

NEW QUESTION # 68

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