

C-THR83-2505 Exam Fragen - C-THR83-2505 Prüfungsvorbereitung



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SAP C-THR83-2505 Prüfungsplan:

Thema	Einzelheiten
Thema 1	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.
Thema 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.
Thema 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.
Thema 4	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.
Thema 5	Recruiting Posting: This section of the exam evaluates the skills of SAP Consultants in setting up and maintaining Recruiting Posting. It includes job board integration and configuration to support multi-channel job distribution and monitoring.
Thema 6	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.

SAP C-THR83-2505 Prüfung Übungen und Antworten

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience C-THR83-2505 Prüfungsfragen mit Lösungen (Q15-Q20):

15. Frage

You want to send a candidate an Ad-hoc e-mail but you CANNOT find the e-mail template you have configured. What could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The selected language is NOT correct.
- B. The e-mail is NOT enabled.
- C. The e-mail is NOT linked to the correct e-mail notification template.
- D. The e-mail is NOT assigned to the correct e-mail trigger.

Antwort: A,B

Begründung:

In SAP SuccessFactors Recruiting, there are several possible reasons why an email template may not appear in the Ad-hoc email selection. Here's a detailed breakdown of the causes and solutions as per SuccessFactors Recruiting documentation:

Selected Language is NOT Correct (Option B):

SAP SuccessFactors Recruiting offers multi-language support. When configuring email templates, each template can be defined in multiple languages. If a user selects a language for which the email template is not configured, the template will not be visible in the email selection options.

Steps to Check:

Go to Admin Center > Manage Recruiting Email Templates.

Open the desired email template and check if it has content for the language selected by the user.

Add the required translations for missing languages if needed.

Reference:

Email is NOT Enabled (Option C):

For an email template to be accessible, it must be enabled in the system. If the email template has not been enabled, it will not be available for ad-hoc use.

Steps to Enable:

Navigate to Admin Center > Manage Recruiting Email Templates.

Locate the template in question, open its settings, and verify if it is enabled. If it is not, select the option to enable it.

Explanation of Incorrect Options:

Option A - The email is NOT linked to the correct email notification template:

Email notification templates and ad-hoc email templates function independently in SAP SuccessFactors Recruiting. Notification templates are used for automatic notifications triggered by specific actions, while ad-hoc templates are manually selected by users. This separation means that an ad-hoc email template does not need to be linked to a notification template.

Option D - The email is NOT assigned to the correct email trigger:

Triggers are primarily used for system-generated notifications based on events, not for ad-hoc emails. Ad-hoc emails do not require a trigger to be visible to users, so this is not a relevant cause.

16. Frage

Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Integration Suite
- C. SAP Business Accelerator Hub

Antwort: C

Begründung:

To explore released APIs for SAP products, SAP Business Accelerator Hub (formerly known as SAP API Business Hub) is the primary platform. It provides a comprehensive library of APIs, including documentation, testing tools, and usage examples, which are essential for developing integrations with SAP SuccessFactors and other SAP modules.

* Steps to Use:

* Go to SAP Business Accelerator Hub and search for the relevant API.

* Access documentation, and explore API endpoints, data models, and sample responses.

: SAP Business Accelerator Hub Documentation - Overview of Available SAP APIs.

Explanation of Incorrect Options:

Option A - SAP Application Interface Framework: This is used for error handling and monitoring, not API exploration.

Option B - SAP Integration Suite: While useful for building integrations, it does not serve as a primary API exploration platform.

17. Frage

Which of the following standard objects CANNOT be configured in the Job Requisition template?

- A. Division
- B. Position
- C. Location
- **D. Type**
- **E. Offer**

Antwort: D,E

Begründung:

The Offer object is not configured in the Job Requisition template as it is managed through the Offer Details template, a separate template for managing candidate offers once they reach the offer stage.

Configurable Objects in Job Requisition Template:

Position, Location, Division, and Type are standard objects that can be configured within the Job Requisition template. These fields help define the job's details and organizational structure.

Separate Configuration for Offer:

Offer-related fields and settings are configured in the Offer Details template, not in the Job Requisition template.

18. Frage

Interview Scheduling and Outlook integration are enabled.

How are available time slots for an interview created in the system?

- A. Entered by the interviewer into Interview
- **B. Scheduling Populated from the Outlook calendar of the interviewer**
- C. Entered by the interviewer into Interview Central
- D. Populated from the Career Portal of the interviewer

Antwort: B

Begründung:

When interview scheduling and Outlook integration are enabled, available time slots are automatically populated from the interviewer's Outlook calendar, allowing the recruiting team to view and select suitable time slots for interviews.

* Steps to Configure:

* Ensure that Outlook integration for interview scheduling is enabled in Admin Center > Manage Recruiting Settings.

* The system will sync with the interviewer's Outlook calendar to display available slots.

: SAP SuccessFactors Recruiting Management Interview Scheduling Guide - Outlook Calendar Integration.

Explanation of Incorrect Options:

Option A - Career Portal: The interviewer's availability is not populated from the career portal.

Option B - Interview Central: This centralizes interview management but does not directly enter time slots.

Option C - Interview: Time slots are not manually entered; they sync with Outlook.

19. Frage

In Admin Center where would you configure the e-mail template that is associated with the requisition route map?

- A. Manage Recruiting Groups
- B. Manage Recruiting Settings
- **C. E-mail Template Notification Settings**
- D. Manage Offer Letter Template

Antwort: C

Begründung:

To configure an email template associated with a requisition route map in SAP SuccessFactors Recruiting, administrators must use the E-mail Template Notification Settings. This is where email templates tied to various actions in the recruiting process, including requisition approval workflows (route maps), are managed and assigned.

Steps to Configure:

Go to Admin Center > E-mail Template Notification Settings.

Within this section, locate the templates associated with requisition events or requisition route maps.

Customize or assign the appropriate email template based on the route map stage or approval action for requisitions.

Reference:

Explanation of Incorrect Options:

Option A - Manage Recruiting Groups: This option is used to define recruiting groups for managing permissions across recruiting users, not for configuring email templates.

Option B - Manage Recruiting Settings: This setting allows configuration of general recruiting preferences but does not manage specific email templates.

Option C - Manage Offer Letter Template: This option is used exclusively for configuring offer letter templates, not requisition-related emails.

20. Frage

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