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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<ul style="list-style-type: none">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.
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">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 5	<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 6	<ul style="list-style-type: none"> • 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q26-Q31):

NEW QUESTION # 26

When creating multi-stage application permission blocks which of the following must be defined in the permission? Note: There are 2 correct answers to this question.

- A. Status label
- **B. Operator**
- C. Applicant type
- **D. Permission type (read or write)**

Answer: B,D

Explanation:

In multi-stage application settings, each permission block must define certain elements to control access for different stages of the application process:

Operator (Option A):

The operator refers to users involved in the recruiting process, such as hiring managers, recruiters, and approvers. Each permission block must define the operator to specify who has access to the application stage.

Steps:

Go to Admin Center > Manage Recruiting Roles.

Configure each operator's access to the relevant stage.

Reference:

Permission Type (read or write) (Option C):

Each permission block must also specify the type of access-either read or write-allowing you to control who can view or edit application information at a given stage.

Steps:

In the Application Template XML, define the read/write access for each stage and operator.

Explanation of Incorrect Options:

Option B: Applicant type does not need to be specified in each permission block; permissions are applied based on stages and roles.

Option D: Status labels are not required in permission blocks; they are typically used for candidate status tracking.

NEW QUESTION # 27

You need to set up a route map step where the Hiring Manager reviews a job requisition during the creation process. This hiring manager does NOT necessarily need to be the person who creates the form.

What needs to be configured in the first step of the Route Map? Note: There are 2 correct answers to this question.

- A. The modify step needs to be configured as a single role type.
- B. The Hiring Manager (G) needs to be added to the modify step.
- C. The Originator role needs to be added to the modify step.
- D. The modify step should be configured as an iterative or collaborative step depending on the requirements of the customer.

Answer: B,D

Explanation:

To allow the Hiring Manager to review the job requisition during its creation, the Route Map should be configured as follows:

* Add Hiring Manager (G) to Modify Step (Option B):

* This configuration allows the Hiring Manager to review and, if necessary, modify the job requisition without being the form's creator. Assigning the G role to the modify step grants them this permission.

* Configure as Iterative or Collaborative Step (Option D):

* Set the modify step as collaborative if multiple roles need concurrent access to review, or iterative if each reviewer should access the requisition one after another.

: SAP SuccessFactors Recruiting Management Implementation Guide - Setting Up Modify Steps in Route Maps.

Explanation of Incorrect Options:

Option A: The Originator role would apply only if the creator of the requisition must participate in this modify step.

Option C: Configuring a single role type restricts access to one user, limiting flexibility in a review process that might require multiple reviewers.

NEW QUESTION # 28

What token should be used to direct a candidate to an online offer?

- A. [[CAREER_SITE_URL]]
- B. [[LOGIN_URL]]
- C. [[APPLICATION_PAGE_URL]]
- D. [[CANDIDATE_OFFER_URL]]

Answer: D

Explanation:

The [[CANDIDATE_OFFER_URL]] token is used to direct a candidate to view their offer online in SAP SuccessFactors. When included in an email template, this token generates a link that directs the candidate to the online offer letter or offer acceptance page.

Steps to Use:

Insert the token [[CANDIDATE_OFFER_URL]] in the offer email template to ensure candidates can directly access their online offer.

Reference:

Explanation of Incorrect Options:

Option B - [[LOGIN_URL]]: This token directs to the general login page, not the specific offer.

Option C - [[APPLICATION_PAGE_URL]]: This token is for accessing the application page, not the offer.

Option D - [[CAREER_SITE_URL]]: This token directs to the career site rather than the specific offer.

NEW QUESTION # 29

After testing the configuration of the Job Requisition and Applicant Status Set you realize the candidate is NOT able to see the pre-screening questions that have been added to the Job Requisition when initially applying to the position.

What could have caused this issue?

- A. The multi-stage application environment is enabled and the appropriate feature-permission has NOT been configured in the Job Requisition template.
- B. The appropriate feature-permission does NOT include the Recruiter role.
- C. The single stage application environment is causing the issue.
- D. The multi-stage application environment is enabled and the field-permission has NOT been included in the Candidate Application template.

Answer: D

The (S) Sourcer operator has a field permission taken away but the V operator gives permission to that field. The (S) Sourcer is an approver in the Route Map. What is the result?

- Answer: C**

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