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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 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.
Topic 2	• 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 3	• 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	• 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 5	• 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 6	• 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 7	• 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.
Topic 8	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q48-Q53):

NEW QUESTION # 48
In order to associate a Job Requisition to an approval workflow what must be done? Note: There are 2 correct answers to this question.

- 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. A business rule to trigger the approval workflow must be created in Admin Center > Configure Business Rules.
- D. Multiple Route Maps can be associated to one Job Requisition template.

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.
: SAP SuccessFactors Recruiting Management Implementation Guide - Setting Up Route Maps and Approval Workflows.
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 # 49

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 invite the hiring manager to the interview
- C. To give instructions to the interviewers
- D. To save notes about the interviewee

Answer: C

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.
Reference:
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 # 50

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

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

Answer: D

Explanation:
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.

NEW QUESTION # 51

Which fields have a pull-down or "find value" where the values are configured directly in the Job Requisition field definition?

- A. Enum
- B. Instruction
- C. Bool

- D. Derived

Answer: A

Explanation:
In SAP SuccessFactors Recruiting, fields of type Enum (enumeration) are configured with pre-defined options directly in the Job Requisition template's field definition. These options are displayed as a dropdown or pull-down menu in the requisition form.
Enum Field Type:
An Enum field allows users to select from a list of values configured directly in the Job Requisition template, providing a user-friendly interface for data entry.
Reference:
Explanation of Incorrect Options:
Instruction: This field type is used for informational text rather than a selectable list.
Derived: Derived fields are calculated based on other data, not a dropdown selection.
Bool: Bool fields are for binary options (true/false), not multiple selectable values.

NEW QUESTION # 52
Why does a user need to wait to use a job board after it has been added from the Job Board Market Place?
Note: There are 2 correct answers to this question.

- A. Posting Profiles need to be associated with a contract.
- B. Recruiting Posting needs to synchronize.
- C. Recruiting Posting may need to activate the configuration.
- D. The job board may need to activate the configuration.

Answer: B,C

NEW QUESTION # 53

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