

C-THR83-2505 Schulungsunterlagen - C-THR83-2505 PDF Demo



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SAP C-THR83-2505 Prüfungsplan:

Thema	Einzelheiten
Thema 1	<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.
Thema 2	<ul style="list-style-type: none">• 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 3	<ul style="list-style-type: none">• 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 4	<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.

Thema 5	<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.
Thema 6	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience C-THR83-2505 Prüfungsfragen mit Lösungen (Q25-Q30):

25. Frage

What are the options to implement an offer approval? Note: There are 2 correct answers to this question.

- A. It can be implemented to contain offer letter tokens.
- B. It can be implemented to include a pre-configured workflow approval.
- **C. It can be implemented to link the offer to the candidate profile.**
- D. It can be implemented to be used on a mobile device.

Antwort: C

26. Frage

What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- A. The e-mail trigger needs to be enabled in the Job Requisition template.
- **B. The e-mail trigger needs to be enabled in the Admin Center.**
- C. The J permission needs to be granted in the Candidate Application template.
- **D. An e-mail template needs to be assigned to the e-mail trigger.**

Antwort: B,D

Begründung:

To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:

Assign an E-mail Template to the E-mail Trigger (Option A):

Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

Steps:

Go to Admin Center > Manage Recruiting E-mail Templates.

Select and configure the email template that matches the trigger you want to activate.

Assign the template to the relevant email trigger.

Reference:

Enable the E-mail Trigger in the Admin Center (Option C):

Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.

Steps:

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

Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.

Explanation of Incorrect Options:

Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.

Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

27. Frage

What are the options to implement an offer approval? Note: There are 2 correct answers to this question.

- A. It can be implemented to contain offer letter tokens.
- **B. It can be implemented to include a pre-configured workflow approval.**
- **C. It can be implemented to be used on a mobile device.**
- D. It can be implemented to link the offer to the candidate profile.

Antwort: B,C

Begründung:

A). It can be implemented to include a pre-configured workflow approval. Offer approval processes often involve multiple stakeholders (HR, hiring manager, etc.). A pre-configured workflow ensures the offer moves through the necessary approval steps in the correct order.

C). It can be implemented to be used on a mobile device.

Modern HR systems and offer management tools often have mobile functionality. This allows approvers to review and approve offers on the go, speeding up the process.

28. Frage

In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note: There are 2 correct answers to this question.

- **A. The competencies field must be defined in the Job Requisition template.**
- B. The Job Description library must be configured for each job family and role.
- **C. Families and Roles are implemented and maintained with competencies mapped.**
- D. Job Profile Builder must be configured.

Antwort: A,C

29. Frage

You have updated a standard field label in the Job Requisition template. However this change was NOT reflected when creating a new job requisition. What must be configured? Note: There are 2 correct answers to this question.

- A. The field label must be updated in the Job Requisition template field definition.
- **B. The field label must be updated in Custom Token Settings in Provisioning.**
- C. The field label must be updated in the permission section of the Job Requisition template.
- D. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.

Antwort: B

30. Frage

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