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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 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.
Topic 2	<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 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">• 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 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.
Topic 6	<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 (Q35-Q40):

NEW QUESTION # 35

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

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

Answer: D

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 # 36

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 Admin Center.**
- B. The e-mail trigger needs to be enabled in the Job Requisition template.
- 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.**

Answer: A,D

Explanation:

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.

: SAP SuccessFactors Recruiting Management Implementation Guide - Setting up Email Triggers and Templates.

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.

Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling E-mail Triggers.

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.

NEW QUESTION # 37

Where are operator roles used? Note: There are 2 correct answers to this question.

- A. In Job Requisition template mobile-fields
- B. In field-permissions
- C. In requisition Route Maps
- D. In Candidate Application template field-permissions

Answer: C,D

Explanation:

In SAP SuccessFactors, recruiting groups are managed by users who hold the necessary administrative permissions. This ensures that individuals with relevant access can modify recruiting groups, which control user permissions for recruiting actions and processes.

Administrative Permissions Requirement:

Users with administrative permissions can access and edit existing recruiting groups, making adjustments to membership or permissions as necessary for recruiting functions.

Reference:

Explanation of Incorrect Options:

Option A (Original creator): Recruiting groups are not restricted to the original creator for editing.

Option C and D: The requisition template creator and group members do not automatically have editing rights without administrative permissions.

NEW QUESTION # 38

Which templates can be linked to the Offer Details template? Note: There are 2 correct answers to this question.

- A. Candidate Application template
- B. Job Requisition template
- C. Candidate Profile template
- D. Succession template

Answer: A,B

Explanation:

In SAP SuccessFactors Recruiting, the Offer Details template can link to the Job Requisition template and Candidate Application template. This linkage helps populate offer details based on requisition and candidate-specific data.

* Job Requisition Template (Option B): The offer details can draw job-specific information from the requisition template, such as job title and compensation.

* Candidate Application Template (Option C): Data from the candidate's application can also be included, allowing personalized offer content based on the candidate's information.

: SAP SuccessFactors Recruiting Management Implementation Guide - Linking Offer Details with Other Templates.

Explanation of Incorrect Options:

Option A - Candidate Profile template: This template is separate and does not directly link with the Offer Details template.

Option D - Succession template: This is used in SAP SuccessFactors Succession Planning, not Recruiting.

NEW QUESTION # 39

Where do you grant a user access to Recruiting E-mail Templates?

- A. In Admin Center # Manage Recruiting Settings
- B. In Admin Center # Manage Permission Roles

- C. In Provisioning # Managing Recruiting
- D. In Provisioning # Company Settings

Answer: B

Explanation:

To grant a user access to Recruiting Email Templates, permissions must be assigned via Manage Permission Roles in Admin Center. Permissions control which users or roles can access, view, and manage recruiting email templates.

* Steps to Grant Access:

* Go to Admin Center > Manage Permission Roles.

* Select the role for which you want to grant access to email templates.

* In the role permissions, navigate to Recruiting Permissions and check the option for Manage Recruiting Email Templates.

* Save the changes to apply the permissions.

: SAP SuccessFactors Recruiting Management Security and Permissions Guide - Recruiting Permissions section.

Explanation of Incorrect Options:

Option A - In Provisioning # Company Settings: Provisioning is used primarily for backend configurations and system setup, but it does not directly control user access permissions to email templates.

Option B - In Admin Center # Manage Recruiting Settings: This area allows configuration of recruiting- related settings but does not control user-specific permissions.

Option C - In Provisioning # Managing Recruiting: Provisioning is not where user access to recruiting email templates is configured.

NEW QUESTION # 40

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