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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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.
Topic 6	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q31-Q36):

NEW QUESTION # 31

You want to link a field in the job requisition to a field in the offer details template. What attribute do you use?

- A. `template-type="job-req"`
- B. `template-type="job-JRDM"`
- C. `template-type="Simple Job Requisition"`
- D. `template-type="job-requisition"`

Answer: A

Explanation:

When linking a field in the job requisition to a field in the offer details template, the correct attribute to use is `template-type="job-req"`. This attribute specifies that the field being referenced is from the Job Requisition template and allows the offer details template to access and display that information.

Use template-type Attribute:

In the offer details template XML, include `template-type="job-req"` to link the field from the job requisition.

Save and Test:

After configuring, test the setup by creating an offer to verify that the linked field is correctly populated from the job requisition.

Reference:

Explanation of Incorrect Options:

The other template types listed do not apply for linking fields between the job requisition and offer details templates.

NEW QUESTION # 32

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. OData
- B. RFC
- C. IDoc
- D. SOAP

Answer: A,D

Explanation:

SAP recommends OData and SOAP APIs for clean core integrations, as they are modern, standardized, and compatible with SAP's cloud-based solutions. These APIs help maintain a clean core by allowing data integrations without custom modifications to the core system.

SOAP (Option C):

SOAP is commonly used for integrations with SAP's enterprise applications, supporting reliable messaging and security features.

OData (Option D):

OData APIs are lightweight and RESTful, making them ideal for web and cloud integrations, particularly for SuccessFactors.

Reference:

Explanation of Incorrect Options:

Option A - IDoc: IDocs are used for traditional SAP ERP integrations but are not recommended for maintaining a clean core in cloud environments.

Option B - RFC: RFCs are legacy interfaces and not recommended for cloud-based or clean core strategies.

NEW QUESTION # 33

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

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

Answer: C,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 # 34

Where are background elements mapped to synchronize the data between People Profile and the Candidate Profile?

- A. In the Candidate Profile template
- B. In the Succession Data Model
- C. In the Application template
- D. In the Job Requisition template

Answer: A

Explanation:

Background elements, which allow for the capture of information such as previous employment or education, are mapped within the Candidate Profile template. This mapping supports synchronization between the People Profile and Candidate Profile.

Steps to Configure:

In the Candidate Profile template, define the mapping for background elements that should sync with the People Profile.

This mapping will ensure that relevant candidate information flows between the profiles seamlessly.

Reference:

Explanation of Incorrect Options:

Option A - Job Requisition Template: The requisition template does not handle candidate profile background mappings.

Option B - Succession Data Model: The Succession Data Model is unrelated to Candidate Profile background element mapping.

Option D - Application Template: Background elements are mapped specifically in the Candidate Profile template, not the Application template.

NEW QUESTION # 35

A customer would like their Recruiters to be able to access different fields on the candidate's application during the different statuses of the Talent Pipeline. Which of the following feature allows this option?

- A. Multi-stage applications
- B. Configure multiple Job Requisition templates

- C. Late-stage applications
- D. Single-stage applications

Answer: A,C

Explanation:

Multi-stage applications allow recruiters to access different fields on a candidate's application depending on the application status in the Talent Pipeline. This feature provides flexibility to adjust field visibility or edit permissions as a candidate moves through various stages of the hiring process.

* Configure Multi-Stage Application Permissions:

* Multi-stage application permissions are set in the Application XML or within the Admin Center, allowing specific fields to become accessible or restricted depending on the current status in the pipeline.

* Define Stage-Specific Permissions:

* In each stage, configure the fields and access permissions based on roles such as Recruiter, Hiring Manager, etc., allowing tailored visibility throughout the recruitment pipeline.

: SAP SuccessFactors Recruiting Management Implementation Guide - Setting up Multi-Stage Applications for Dynamic Field Access.

NEW QUESTION # 36

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