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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 4	• 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	• 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	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q68-Q73):

NEW QUESTION # 68
What happens if you set the candidate application attribute sensitive to "true"?

- A. "Access or change this field" will be captured in the Read Audit Log.
- B. The field is considered for purging of personally identifying data.
- C. The field content is covered by ***
- D. The field is hidden unless an override is set.

Answer: B

Explanation:
Setting the candidate application attribute sensitive to "true" marks the field for consideration in data purging routines. This is part of data privacy features where personal data is purged according to data retention and privacy policies.
Functionality and Effects:
When a field is marked sensitive, it is included in data purging processes to remove PII from the system after certain retention periods.
This aligns with data protection regulations by ensuring PII is only retained as necessary.
Reference:
Explanation of Incorrect Options:
Option A - "Access or change this field" will be captured in the Read Audit Log: This is more relevant to audit configuration than to data sensitivity settings.
Option C - The field content is covered by *: Masking the content is separate from marking data as sensitive.
Option D - The field is hidden unless an override is set: Marking a field as sensitive does not automatically hide it; it flags it for data purging.

NEW QUESTION # 69
What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Integrate clean core practices in the end-to-end value process chain.
- B. Define roles and responsibilities as part of a process transformation office.
- C. Establish regular housekeeping tasks and procedures.
- D. Establish an organizational structure technical foundation and transformation methodology for clean core.
- E. Establish release management.

Answer: A,C,E

Explanation:
SAP recommends several guiding principles to maintain a clean core in SAP environments, minimizing customizations that can complicate future upgrades and maintenance:
* Establish Regular Housekeeping Tasks (Option A):Routine housekeeping ensures the system is free of obsolete data and configurations, improving performance and simplifying management.
* Establish Release Management (Option B):An organized release management strategy is crucial to streamline updates, maintain clean configurations, and prevent conflicting customizations.
* Integrate Clean Core Practices in the End-to-End Value Process Chain (Option D):Embedding clean core principles across all business processes helps maintain consistency, standardize operations, and ensure the long-term maintainability of the system.
: SAP Clean Core Strategy Guide - Principles and Best Practices for SAP S/4HANA and SuccessFactors.
Explanation of Incorrect Options:
Option C - Define roles and responsibilities: While important, this is not a specific guiding principle for a clean core.
Option E - Establish organizational structure for clean core: This focuses more on team structure than on core system practices.

NEW QUESTION # 70
What triggers the country-specific overrides on an Application template?

- A. The country/region field used for candidate search filters in the Job Requisition template
- B. The country of the candidate captured in the Candidate Profile template
- C. The derived country field in the Job Requisition template
- D. The country of the candidate captured in the Application template

Answer: C

Explanation:
In the Application template, country-specific overrides are triggered based on the derived country field in the Job Requisition template. This field determines the location of the job and thereby activates any corresponding country-specific fields or configuration set in the application template.
* Define Derived Country Field in Job Requisition Template:
* The derived country field is specified in the Job Requisition template, allowing the system to determine which country-specific settings to apply.
* Activate Country-Specific Overrides:
* Once the derived country is identified, any predefined fields or layout adjustments for that country in the Application template are triggered.
: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Country-Specific Overrides in Application Templates.
Explanation of Incorrect Options:
Option A and Option C: These options refer to fields in the Application and Candidate Profile templates, which do not trigger country overrides for the application itself.
Option D: The candidate search filters do not control overrides in the application template.

NEW QUESTION # 71
You want to trigger e-mails by candidate status. Where is the trigger configured?

- A. In Edit Applicant Status Configuration
- B. In E-mail Notification Template Settings
- C. In Manage Recruiting E-mail Templates
- D. In Recruiting E-mail Triggers

Answer: A

Explanation:
To trigger emails by candidate status, the appropriate configuration is done in the Edit Applicant Status Configuration section. Here, administrators can define email notifications based on specific candidate status changes.
* Steps to Configure:
* Go to Admin Center > Edit Applicant Status Configuration.
* Select the relevant status and specify the email template to trigger for each status change.

* Save the configuration to ensure that emails are triggered automatically based on status changes.
: SAP SuccessFactors Recruiting Management Configuration Guide - Applicant Status and Email Triggers section.
Explanation of Incorrect Options:
Option B - In E-mail Notification Template Settings: This is for managing general email templates, not configuring status-based triggers.
Option C - In Recruiting E-mail Triggers: This option does not exist as a specific configuration area.
Option D - In Manage Recruiting E-mail Templates: This is used to manage email templates but does not control the triggering mechanism for candidate status changes

NEW QUESTION # 72
What action is possible within Interview Central?

- A. Candidates can be rated based on a set of competencies.
- B. The recruiter can invite the candidate to apply.
- C. The interviewer can extend the Offer Letter.
- D. Candidates can be moved to another status.

Answer: A

Explanation:
In Interview Central, interviewers have the ability to rate candidates based on a predefined set of competencies. This feature allows for structured assessment and consistent evaluation criteria across interviewers.
* Steps to Use:
* Within Interview Central, select the candidate and rate them on each of the competencies provided.
* Ratings can be viewed and used to compare candidates across different competency areas.
: SAP SuccessFactors Recruiting Management Interview Guide - Using Interview Central for Candidate Evaluation.
Explanation of Incorrect Options:
Option A - Move Candidates to Another Status: Status changes are typically done in the main candidate management view.
Option B - Extend Offer Letter: Offer letters are managed separately in the offer management process, not in Interview Central.
Option D - Invite Candidate to Apply: This is done outside of Interview Central.

NEW QUESTION # 73
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