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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 4	• 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 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	• 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 7	• 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 (Q78-Q83):

NEW QUESTION # 78
Interview Scheduling and Outlook integration are enabled.
How are available time slots for an interview created in the system?

- A. Populated from the Career Portal of the interviewer
- B. Entered by the interviewer into Interview
- C. Entered by the interviewer into Interview Central
- D. Scheduling Populated from the Outlook calendar of the interviewer

Answer: D

Explanation:
When interview scheduling and Outlook integration are enabled, available time slots are automatically populated from the interviewer's Outlook calendar, allowing the recruiting team to view and select suitable time slots for interviews.
Steps to Configure:
Ensure that Outlook integration for interview scheduling is enabled in Admin Center > Manage Recruiting Settings.
The system will sync with the interviewer's Outlook calendar to display available slots.
Reference:
Explanation of Incorrect Options:
Option A - Career Portal: The interviewer's availability is not populated from the career portal.
Option B - Interview Central: This centralizes interview management but does not directly enter time slots.
Option C - Interview: Time slots are not manually entered; they sync with Outlook.

NEW QUESTION # 79
Where can you update current pre-screening questions or assign pre-screening questions to a requisition? Note: There are 2 correct answers to this question.

- A. Job Requisition

- B. Import question Library
- C. Candidate Summary
- D. Candidate Profile

Answer: A,B

Explanation:
Pre-screening questions for candidates can be updated and assigned to a job requisition using the following options:
Job Requisition (Option C):
Pre-screening questions can be assigned directly to a job requisition, allowing candidates to answer these questions during the application process.
Import Question Library (Option D):
Questions can be managed through the Import Question Library, enabling administrators to add or modify pre-screening questions and then assign them to job requisitions as needed.
Reference:
Explanation of Incorrect Options:
Option A - Candidate Summary: This area provides a summary of candidate information and is not used for configuring pre-screening questions.
Option B - Candidate Profile: This holds information about the candidate but does not manage pre-screening questions for requisitions.

NEW QUESTION # 80
How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

- A. Permission the J role for each field.
- B. Set the permissions to write or read for each field.
- C. Define the permissions in the Role-Based Permissions section in the Admin Center.
- D. Add the operators for each permission block.
- E. Assign a permission to a field for each status (pre-approved approved and closed).

Answer: B,D,E

Explanation:
In SAP SuccessFactors Recruiting, defining permissions for job requisition fields involves several key steps to ensure that the right users have the necessary read or write access for each field:
* Assign Permission for Each Status (Option A):Different statuses in the requisition lifecycle (pre- approved, approved, and closed) may require distinct permissions for fields.
* Add Operators for Each Permission Block (Option B):Define operators (e.g., recruiter, hiring manager) for each permission block, determining who can view or edit fields.
* Set Write or Read Permissions (Option D):Specify the level of access-either read or write-for each field based on the roles and statuses.
: SAP SuccessFactors Recruiting Management Data Model Guide - Field Permissions and Role Configurations.
Explanation of Incorrect Options:
Option C - Permission the J role: Permissions are assigned by field and operator, not a single role.
Option E - Role-Based Permissions in Admin Center: Job requisition field permissions are typically configured within the Job Requisition Data Model XML, not directly in Role-Based Permissions.

NEW QUESTION # 81
How are an interviewer's ratings of an applicant displayed to a recruiter? Note: There are 2 correct answers to this question.

- A. As approved or declined
- B. As recommended or not recommended
- C. As an average rating for each competency
- D. As a percentage

Answer: B,C

Explanation:
In SAP SuccessFactors Recruiting, interviewers' ratings for an applicant are displayed to recruiters in specific formats, including:

* Average Rating for Each Competency (Option A):
* In Interview Central, interviewers rate candidates based on defined competencies, and these ratings are averaged across all interviewers. This average score per competency gives recruiters an at-a-glance view of the candidate's performance.
* Recommendation Status (Option B):
* Interviewers can also provide an overall recommendation, such as "Recommended" or "Not Recommended," which is displayed to recruiters, helping them assess whether the candidate is a good fit based on feedback from interviewers.
: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring and Using Interview Central.
Explanation of Incorrect Options:
C (As a percentage) and D (As approved or declined) are not applicable formats for displaying interviewer ratings in SAP SuccessFactors Recruiting.

NEW QUESTION # 82
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.
Reference:
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 # 83
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