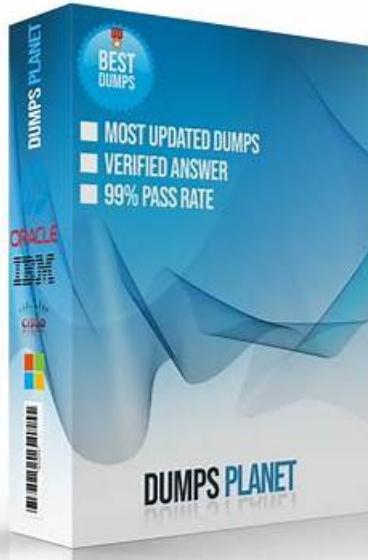


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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 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.
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"> • 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.
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C_THR83_2505 Actual Tests - First-grade Exam Discount SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Voucher

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q56-Q61):

NEW QUESTION # 56

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 a percentage
- **C. As an average rating for each competency**
- D. As recommended or not recommended

Answer: C,D

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 # 57

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

Answer: A,C

Explanation:

C). The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center. SuccessFactors has a central place to manage labels for standard fields. This ensures consistency across the system. If you only change the label within the template, it will be overridden by this central setting.

D). The field label must be updated in the Job Requisition template field definition. You do need to update the field label within the template itself. This tells the template which label to pull from the central settings.

NEW QUESTION # 58

You have granted a user with Recruiting Posting permission.

When will this user have access to post a job using Recruiting Posting?

- A. When an OData refresh is performed in the system
- B. After the next daily Recruiting Posting user synchronization
- **C. Immediately**
- D. After the next hourly Recruiting Posting user synchronization

Answer: C

NEW QUESTION # 59

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

Answer: C,D

Explanation:

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.

NEW QUESTION # 60

What must you do to request access to a customer's Provisioning?

- A. Assign the customer to your Provisioning ID.
- B. Enable Company Settings in Provisioning for the customer.
- **C. Gain customer approval to access their instance.**
- D. Have access to the customer's signed contract.

Answer: C

Explanation:

Access to a customer's Provisioning environment in SAP SuccessFactors requires prior authorization from the customer. Gaining customer approval is mandatory because Provisioning contains critical backend settings that can impact system functionality, configuration, and data security.

Steps to Gain Access:

Obtain explicit customer approval through official channels, often documented through emails or formal requests.

This approval is necessary before logging into the customer's Provisioning instance, and it may also involve compliance with additional access protocols or agreements.

Reference:

Explanation of Incorrect Options:

Option A - Customer's signed contract: The signed contract does not provide access authorization to Provisioning.

Option C - Assign the customer to your Provisioning ID: Access is not obtained by assigning IDs; it requires specific approval.

Option D - Enable Company Settings in Provisioning: This is not an access requirement but a configuration task within Provisioning.

NEW QUESTION # 61

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