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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 4	• 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 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q45-Q50):

NEW QUESTION # 45
You have only granted read permissions to the G role in the pre-approved status. However the Hiring Manager can still edit some fields in the pre-approved status upon testing.
What could have caused this problem?

- A. The G role has write permissions for these fields in the approved status and closed status.
- B. The J role has write permissions for these fields.
- C. The G role has edit permissions for these fields via the Role-Based Permission settings.
- D. The V role has write permissions for these fields.

Answer: D

NEW QUESTION # 46
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.
: SAP API Management Guide - Recommended API Types for Integration.

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 # 47

You want to send a candidate an Ad-hoc e-mail but you CANNOT find the e-mail template you have configured. What could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The selected language is NOT correct.
- B. The e-mail is NOT assigned to the correct e-mail trigger.
- C. The e-mail is NOT linked to the correct e-mail notification template.
- D. The e-mail is NOT enabled.

Answer: A,D

Explanation:
In SAP SuccessFactors Recruiting, there are several possible reasons why an email template may not appear in the Ad-hoc email selection. Here's a detailed breakdown of the causes and solutions as per SuccessFactors Recruiting documentation:
* Selected Language is NOT Correct (Option B):SAP SuccessFactors Recruiting offers multi-language support. When configuring email templates, each template can be defined in multiple languages. If a user selects a language for which the email template is not configured, the template will not be visible in the email selection options.
* Steps to Check:
* Go to Admin Center > Manage Recruiting Email Templates.
* Open the desired email template and check if it has content for the language selected by the user.
* Add the required translations for missing languages if needed.
: SAP SuccessFactors Recruiting Management Implementation Guide - Email Template Configuration section.
Email is NOT Enabled (Option C):For an email template to be accessible, it must be enabled in the system.
If the email template has not been enabled, it will not be available for ad-hoc use.
Steps to Enable:
Navigate to Admin Center > Manage Recruiting Email Templates.
Locate the template in question, open its settings, and verify if it is enabled. If it is not, select the option to enable it.
Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling Email Templates.
Explanation of Incorrect Options:
Option A - The email is NOT linked to the correct email notification template:Email notification templates and ad-hoc email templates function independently in SAP SuccessFactors Recruiting. Notification templates are used for automatic notifications triggered by specific actions, while ad-hoc templates are manually selected by users. This separation means that an ad-hoc email template does not need to be linked to a notification template.
Option D - The email is NOT assigned to the correct email trigger:Triggers are primarily used for system- generated notifications based on events, not for ad-hoc emails. Ad-hoc emails do not require a trigger to be visible to users, so this is not a relevant cause.

NEW QUESTION # 48

Which of the following standard objects CANNOT be configured in the Job Requisition template?

- A. Position
- B. Location
- C. Offer
- D. Division
- E. Type

Answer: C,E

Explanation:
The Offer object is not configured in the Job Requisition template as it is managed through the Offer Details template, a separate template for managing candidate offers once they reach the offer stage.
Configurable Objects in Job Requisition Template:
Position, Location, Division, and Type are standard objects that can be configured within the Job Requisition template. These fields help define the job's details and organizational structure.
Separate Configuration for Offer:

Offer-related fields and settings are configured in the Offer Details template, not in the Job Requisition template.

NEW QUESTION # 49

Which buttons are configured in the Job Requisition template? Note: There are 3 correct answers to this question.

- A. Reopen Job Requisition
- B. Delete Job Requisition
- C. Print Job Requisition
- D. Close Job Requisition
- E. Link Child Requisition

Answer: A,D,E

Explanation:
The Job Requisition template in SAP SuccessFactors allows configuration of various buttons that control actions users can take on job requisitions. Each button provides functionality that can be managed or restricted based on role permissions.
Reopen Job Requisition (Option A):
This button allows users to reopen a requisition that was previously closed. Access is configured in the Job Requisition template.
Link Child Requisition (Option C):
This button enables users to link a requisition to a related or dependent requisition, often used in cases of large hiring initiatives.
Close Job Requisition (Option E):
The Close Job Requisition button is configured to allow the closure of open requisitions, typically by recruiters or administrators based on permissions.
Reference:
Explanation of Incorrect Options:
Print Job Requisition and Delete Job Requisition are not configurable buttons within the standard Job Requisition template settings.

NEW QUESTION # 50

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