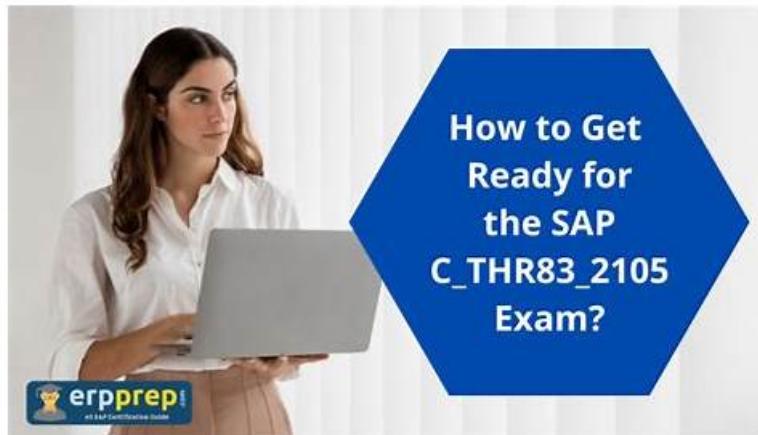# 100% Pass SAP - C_THR83_2505 - The Best Reliable SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Exam Test

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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 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	• 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	• 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	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q17-Q22):

NEW QUESTION # 17
Which of the following buttons are assigned permissions in the Application template? Note: There are 3 correct answers to this question.

- A. Disqualify
- B. Forward as Applicant
- C. Reopen
- D. Cancel
- E. E-mail

Answer: A,C,D

NEW QUESTION # 18
Which of the following attributes can be used when defining fields on the Application XML?
Note: There are 3 correct answers to this question.

- A. visibility
- B. public
- C. anonymize
- D. sensitive
- E. data-field

Answer: B,C,D

NEW QUESTION # 19
You have configured a custom field in the Job Requisition template and would like to use the custom field as a token in the Job Description and in the Recruiting E-mail templates.
How do you do this? Note: There are 2 correct answers to this question.

- A. Configure the field as a reportable field within Provisioning > Configure Reportable Fields.
- B. Add the field in the Job Requisition > Listing Layout Fields.
- C. Configure the field as token in Provisioning > Configure Custom Token Settings.
- D. Ensure the field is configured as a public field in the Job Requisition template.

Answer: A,C

Explanation:

To use a custom field as a token in Job Descriptions and Recruiting Email templates, certain configurations in Provisioning are required to ensure the field is recognized by the system as a token and is reportable.
Configure as a Token in Provisioning (Option A):
Go to Provisioning > Configure Custom Token Settings.
Add the custom field to be used as a token, enabling its availability in job descriptions and email templates.
Set as Reportable Field in Provisioning (Option D):
In Provisioning > Configure Reportable Fields, configure the field to ensure it is available in reports and other templates, including email and requisition templates.
Testing and Verification:
After configuration, test the token in a job description or email template to ensure it displays correctly.
Reference:
Explanation of Incorrect Options:
Option B: Listing Layout Fields relates to display settings on the job listing and does not impact token functionality.
Option C: Making the field public does not automatically configure it as a token.

NEW QUESTION # 20

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

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

Answer: B

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.
: SAP SuccessFactors Recruiting Management and Employee Central Integration Guide - Synchronizing Background Elements.
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 # 21

Where can you find a list of all job boards available through Recruiting Posting? Note: There are 2 correct answers to this question.

- A. My job boards
- B. Job Board catalogue on SAP Jams and Communities
- C. Job Board Market Place
- D. My school job boards

Answer: B,C

Explanation:
The list of available job boards for Recruiting Posting can be found in two primary locations:
Job Board Market Place (Option C):
This feature within Recruiting Posting allows users to view, select, and manage job boards available for posting.
Job Board Catalogue on SAP Jams and Communities (Option D):
SAP Jams and Communities provide a comprehensive catalogue of job boards available through Recruiting Posting, along with detailed descriptions.
Reference:
Explanation of Incorrect Options:
Option A - My school job boards: This is not a standard feature for accessing all job boards.
Option B - My job boards: This refers to job boards specifically selected by the user, not the full catalogue.

NEW QUESTION # 22

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As the tech industry continues to evolve and adapt to new technologies, professionals who hold the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience (C_THR83_2505) certification are better equipped to navigate these changes and stay ahead of the curve, increasing their value to employers and clients. In today's fast-paced and ever-changing SAP sector, having the SAP C_THR83_2505 Certification has become a necessary requirement for individuals looking to advance their careers and stay competitive in the job market.

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