

Pass Guaranteed SAP - C_THR83_2505 - Latest Latest SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Exam Pattern



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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">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	<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.

Topic 4	<ul style="list-style-type: none"> • 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 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q38-Q43):

NEW QUESTION # 38

Which step is required to connect an Application template to the Job Requisition template?

- A. Configure a new Application template with a new << template-name>.
- B. Connect the templates in Form Template Settings.
- C. Map the <application-status-set > in the Job Requisition template.
- **D. Map the application template name in the Job Requisition template.**

Answer: D

Explanation:

To connect an Application template to a Job Requisition template, you must map the name of the application template in the Job Requisition template. This configuration ensures that the requisition is correctly associated with the application template, allowing applicants to complete the correct application form.

* Define the Application Template Name in the Job Requisition XML:

* Open the Job Requisition XML template and locate the section where the application template name is referenced.

* Use the application-template-name field to link the correct application template.

* Save and Deploy the Configuration:

* Ensure the updated XML file is correctly uploaded to the system to activate the connection.

: SAP SuccessFactors Recruiting Management Implementation Guide - Application and Job Requisition Template Integration.

NEW QUESTION # 39

What token should be used to direct a candidate to an online offer?

- A. [[LOGIN_URL]]
- B. [[CAREER_SITE_URL]]
- C. [[APPLICATION_PAGE_URL]]
- **D. [[CANDIDATE_OFFER_URL]]**

Answer: D

Explanation:

The [[CANDIDATE_OFFER_URL]] token is used to direct a candidate to view their offer online in SAP SuccessFactors. When included in an email template, this token generates a link that directs the candidate to the online offer letter or offer acceptance page.

* Steps to Use:

* Insert the token [[CANDIDATE_OFFER_URL]] in the offer email template to ensure candidates can directly access their online offer.

: SAP SuccessFactors Recruiting Management Implementation Guide - Tokens for Offer Letters and Offer Emails.

Explanation of Incorrect Options:

Option B - [[LOGIN_URL]]: This token directs to the general login page, not the specific offer.

Option C - [[APPLICATION_PAGE_URL]]: This token is for accessing the application page, not the offer.

Option D - [[CAREER_SITE_URL]]: This token directs to the career site rather than the specific offer.

NEW QUESTION # 40

Which templates can be linked to the Offer Details template? Note: There are 2 correct answers to this question.

- A. Job Requisition template
- B. Candidate Application template
- C. Succession template
- D. Candidate Profile template

Answer: A,B

Explanation:

In SAP SuccessFactors Recruiting, the Offer Details template can link to the Job Requisition template and Candidate Application template. This linkage helps populate offer details based on requisition and candidate-specific data.

Job Requisition Template (Option B):

The offer details can draw job-specific information from the requisition template, such as job title and compensation.

Candidate Application Template (Option C):

Data from the candidate's application can also be included, allowing personalized offer content based on the candidate's information.

Reference:

Explanation of Incorrect Options:

Option A - Candidate Profile template: This template is separate and does not directly link with the Offer Details template.

Option D - Succession template: This is used in SAP SuccessFactors Succession Planning, not Recruiting.

NEW QUESTION # 41

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. Add the field in the Job Requisition > Listing Layout Fields.
- B. Configure the field as a reportable field within Provisioning > Configure Reportable 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: B,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.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Custom Tokens and Reportable Fields.

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 # 42

Which SMS messages are tracked on the correspondence audit trail within the candidate summary page?

Note: There are 2 correct answers to this question.

- A. Ad-hoc SMS notifications
- B. Requisition-triggered SMS notifications
- C. Status-triggered SMS notifications
- D. SMS responses from the candidate

Answer: A,C

NEW QUESTION # 43

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