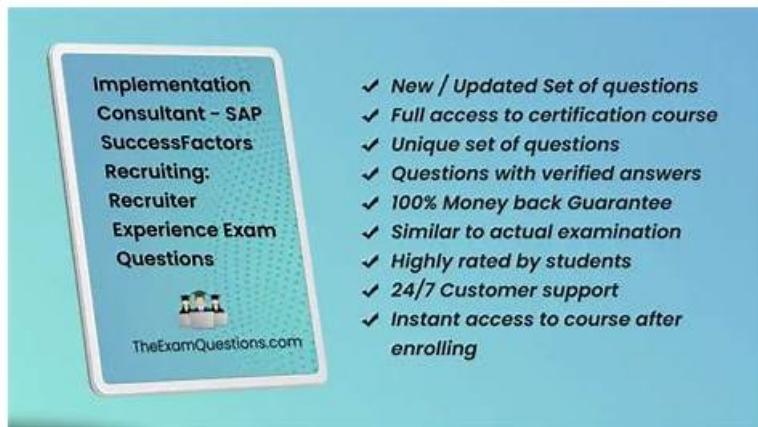


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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 4	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q57-Q62):

NEW QUESTION # 57

If you want to create and send an offer to your candidate which of the following feature permissions do you enable? Note: There are 2 correct answers to this question.

- A. Offer Letter
- B. Background Check
- C. Offer Approval
- D. Interview Assessment

Answer: A,C

Explanation:

To create and send an offer to a candidate in SAP SuccessFactors Recruiting, the permissions for Offer Approval and Offer Letter must be enabled. These permissions allow the recruiter to initiate the offer process, complete any required approvals, and generate the offer letter for the candidate.

* Offer Approval (Option A): This permission enables the process of approving the offer, ensuring all necessary approvals are in place before the offer is sent to the candidate.

* Offer Letter (Option C): This permission allows the recruiter to create and generate the offer letter document, which is then sent to the candidate.

* Steps to Configure:

* Go to Admin Center > Manage Permission Roles.

* Assign the Offer Approval and Offer Letter permissions to the appropriate user roles.

: SAP SuccessFactors Recruiting Management Implementation Guide - Offer Approval and Offer Letter Permissions.

Explanation of Incorrect Options:

Option B - Background Check: Background checks are related to candidate vetting, not the offer creation or approval process.

Option D - Interview Assessment: Interview assessment permissions are used for evaluating candidates, not for creating or sending offers.

NEW QUESTION # 58

In Admin Center where would you configure the e-mail template that is associated with the requisition route map?

- A. Manage Recruiting Groups
- B. E-mail Template Notification Settings
- C. Manage Recruiting Settings
- D. Manage Offer Letter Template

Answer: B

Explanation:

To configure an email template associated with a requisition route map in SAP SuccessFactors Recruiting, administrators must use the E-mail Template Notification Settings. This is where email templates tied to various actions in the recruiting process, including requisition approval workflows (route maps), are managed and assigned.

Steps to Configure:

Go to Admin Center > E-mail Template Notification Settings.

Within this section, locate the templates associated with requisition events or requisition route maps.

Customize or assign the appropriate email template based on the route map stage or approval action for requisitions.

Reference:

Explanation of Incorrect Options:

Option A - Manage Recruiting Groups: This option is used to define recruiting groups for managing permissions across recruiting users, not for configuring email templates.

Option B - Manage Recruiting Settings: This setting allows configuration of general recruiting preferences but does not manage specific email templates.

Option C - Manage Offer Letter Template: This option is used exclusively for configuring offer letter templates, not requisition-related emails.

NEW QUESTION # 59

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish release management.
- B. Establish regular housekeeping tasks and procedures.
- C. Establish an organizational structure technical foundation and transformation methodology for clean core.
- D. Integrate clean core practices in the end-to-end value process chain.
- E. Define roles and responsibilities as part of a process transformation office.

Answer: A,B,D

Explanation:

SAP recommends several guiding principles to maintain a clean core in SAP environments, minimizing customizations that can complicate future upgrades and maintenance:

Establish Regular Housekeeping Tasks (Option A):

Routine housekeeping ensures the system is free of obsolete data and configurations, improving performance and simplifying management.

Establish Release Management (Option B):

An organized release management strategy is crucial to streamline updates, maintain clean configurations, and prevent conflicting customizations.

Integrate Clean Core Practices in the End-to-End Value Process Chain (Option D):

Embedding clean core principles across all business processes helps maintain consistency, standardize operations, and ensure the long-term maintainability of the system

Reference:

Explanation of Incorrect Options:

Option C - Define roles and responsibilities: While important, this is not a specific guiding principle for a clean core.

Option E - Establish organizational structure for clean core: This focuses more on team structure than on core system practices.

NEW QUESTION # 60

A user wants to start a Recruiting Posting job posting. What must occur before the posting process can begin? Note: There are 3 correct answers to this question.

- A. The Manage Recruiting Posting permission must be activated.
- B. The Recruiting user must be assigned to one Recruiting Posting group.
- C. The position must be posted to the external Career Site.
- D. A job board configuration must be validated for the job board.
- E. At least one posting profile must be associated to the Recruiting user.

Answer: A,D,E

Explanation:

Before a Recruiting Posting job posting can begin, certain prerequisites must be in place to ensure that the user has the necessary configuration and access:

Posting Profile Association (Option A):

The Recruiting user must have at least one posting profile associated with them. Posting profiles define job board configurations and access rights, linking the user to specific posting options.

Job Board Configuration Validation (Option C):

Each job board used in Recruiting Posting requires proper configuration, including access credentials and other necessary data, to allow successful job posting.

Manage Recruiting Posting Permission (Option E):

The Manage Recruiting Posting permission must be enabled for the user, allowing them to initiate and manage job postings across job boards.

Reference:

Explanation of Incorrect Options:

Option B: Posting to an external career site is not a prerequisite for using Recruiting Posting.

Option D: Assigning a Recruiting Posting group is not a requirement to begin the posting process, although it can be used for organizational purposes.

NEW QUESTION # 61

How many Application templates can be connected to one Job Requisition template?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: D

Explanation:

Each Job Requisition template in SAP SuccessFactors Recruiting can be associated with only one Application template. This one-to-one relationship allows for consistent data management and ensures that all candidates applying to a particular requisition follow the same application form structure.

* Configure Job Requisition to Application Template Mapping

* As stated, only a single application template name can be referenced per job requisition template.

: SAP SuccessFactors Recruiting Management Configuration Guide - Job Requisition and Application Template Structure.

NEW QUESTION # 62

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For the C-THR83-2505 web-based practice exam no special software installation is required, because it is a browser-based C-THR83-2505 practice test. The web-based SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiter Experience practice exam works on all operating systems like Mac, Linux, iOS, Android, and Windows. In the same way, IE, Firefox, Opera and Safari, and all the major browsers support the web-based SAP C-THR83-2505 Practice Test. So it requires no special plugins.

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