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## SAP C\_THR83\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>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.</li> </ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q19-Q24):

### NEW QUESTION # 19

When defining feature-permissions in the Job Requisition template which information is required? Note: There are 3 correct answers to this question.

- A. Applicant Status Name
- B. Operator Role
- C. Field ID
- D. Applicant Status Label
- E. Feature Type

**Answer: A,B,E**

### NEW QUESTION # 20

What happens when a job board is marked as preselect?

- A. The job board is available for the Posting Profile and the job must be posted to this job board.
- B. The job board is available for the Posting Profile and the job will be posted to this job board if NOT removed from the list during the posting process.
- C. The job board is available for the Posting Profile but the job does NOT have to be posted to this job board.

**Answer: C**

## NEW QUESTION # 21

What is the purpose of a job board credit?

- A. To pay Recruiting Posting to complete the job posting
- B. To pay a customer by job board when a new job is posted to the job board
- C. To pay a customer by Recruiting Posting when a new Posting Profile is created
- D. To pay a job board to complete a job posting

**Answer: D**

Explanation:

A job board credit in SAP SuccessFactors Recruiting Posting is a unit or token used to pay a job board for posting a job. Many job boards operate on a credit system where each job posting requires one or more credits for the job to be posted publicly.

Job Board Credit Usage:

When an organization posts a job to an external job board, Recruiting Posting deducts the required number of credits from the organization's account with that job board. This allows the job board to complete and publish the job posting.

Reference:

Explanation of Incorrect Options:

Options A, B, and D do not accurately describe the purpose of a job board credit, which is specifically used to pay job boards for job postings.

## NEW QUESTION # 22

A Recruiter CANNOT see the status "Phone Screening".

Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The status "Phone Screening" is NOT set as **Visible** by the Recruiter.
- B. The status "Phone Screening" is NOT enabled in the Job Requisition template.
- C. The status "Phone Screening" is set as "hidden" in the Application template.
- D. The status "Phone Screening" is NOT enabled in the Talent Pipeline.

**Answer: A,D**

Explanation:

If a recruiter cannot see the "Phone Screening" status, it could be due to the following reasons:

\* Status Not Enabled in the Talent Pipeline (Option A): The Talent Pipeline is configured to control the visibility and sequence of application statuses. If "Phone Screening" is not enabled in the Talent Pipeline, it will not appear in the recruiting workflow.

\* Status Not Visible to the Recruiter (Option D): Visibility settings control who can view each status. If "Phone Screening" is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.

\* Steps to Check:

\* Go to Admin Center > Edit Applicant Status Configuration and ensure that "Phone Screening" is enabled in the pipeline and set as visible to the recruiter role.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Talent Pipeline and Status Visibility.

Explanation of Incorrect Options:

Option B - Status in Job Requisition Template: Status visibility is configured in the Talent Pipeline, not the Job Requisition template.

Option C - Hidden in Application Template: Statuses are not managed within the Application template; they are controlled in the Talent Pipeline.

## NEW QUESTION # 23

How can cascading pre-screening questions be added into a customer's instance?

- A. Directly in the Application XML
- B. Recruiting users can create cascading questions manually in their Preferences tab
- C. Through the pre-screening questions import CSV file
- D. Manually in the questions library

**Answer: C**

Explanation:

Cascading pre-screening questions, which are questions that adapt based on previous responses, can be added to a customer's SAP

SuccessFactors instance through the pre-screening questions import CSV file. This allows administrators to manage complex question setups that dynamically change based on candidate input.

\* Steps to Configure:

\* Prepare a CSV file containing the cascading questions and the conditions for each question.

\* Go to Admin Center > Import Pre-Screening Questions and upload the CSV file.

: SAP SuccessFactors Recruiting Management Implementation Guide - Importing Pre-Screening Questions.

Explanation of Incorrect Options:

Option A - Application XML: Pre-screening questions are not directly added to the Application XML.

Option C - Preferences Tab: Recruiting users cannot create cascading questions manually in their preferences.

Option D - Manually in the Questions Library: Cascading functionality is set up via CSV import, not manually in the question library.

## NEW QUESTION # 24

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