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C_THR83_2505 Exam Topics: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q36-Q41):

NEW QUESTION # 36

What must you do to request access to a customer's Provisioning?

- A. Assign the customer to your Provisioning ID.
- B. Have access to the customer's signed contract.
- C. Enable Company Settings in Provisioning for the customer.
- **D. Gain customer approval to access their instance.**

Answer: D

Explanation:

Access to a customer's Provisioning environment in SAP SuccessFactors requires prior authorization from the customer. Gaining customer approval is mandatory because Provisioning contains critical backend settings that can impact system functionality, configuration, and data security.

* Steps to Gain Access:

* Obtain explicit customer approval through official channels, often documented through emails or formal requests.

* This approval is necessary before logging into the customer's Provisioning instance, and it may also involve compliance with additional access protocols or agreements.

: SAP SuccessFactors Partner and Consultant Guidelines - Provisioning Access and Authorization.

Explanation of Incorrect Options:

Option A - Customer's signed contract: The signed contract does not provide access authorization to Provisioning.

Option C - Assign the customer to your Provisioning ID: Access is not obtained by assigning IDs; it requires specific approval.

Option D - Enable Company Settings in Provisioning: This is not an access requirement but a configuration task within Provisioning.

NEW QUESTION # 37

What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- **A. An e-mail template needs to be assigned to the e-mail trigger.**
- B. The e-mail trigger needs to be enabled in the Job Requisition template.
- **C. The e-mail trigger needs to be enabled in the Admin Center.**
- D. The J permission needs to be granted in the Candidate Application template.

Answer: A,C

Explanation:

To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:

Assign an E-mail Template to the E-mail Trigger (Option A):

Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

Steps:

Go to Admin Center > Manage Recruiting E-mail Templates.

Select and configure the email template that matches the trigger you want to activate.

Assign the template to the relevant email trigger.

Reference:

Enable the E-mail Trigger in the Admin Center (Option C):

Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.

Steps:

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

Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.

Explanation of Incorrect Options:

Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.

Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

NEW QUESTION # 38

Where do you grant a user access to Recruiting E-mail Templates?

- **A. In Admin Center # Manage Permission Roles**
- B. In Provisioning # Company Settings
- C. In Admin Center # Manage Recruiting Settings
- D. In Provisioning # Managing Recruiting

Answer: A

Explanation:

To grant a user access to Recruiting Email Templates, permissions must be assigned via Manage Permission Roles in Admin Center. Permissions control which users or roles can access, view, and manage recruiting email templates.

* Steps to Grant Access:

* Go to Admin Center > Manage Permission Roles.

* Select the role for which you want to grant access to email templates.

* In the role permissions, navigate to Recruiting Permissions and check the option for Manage Recruiting Email Templates.

* Save the changes to apply the permissions.

: SAP SuccessFactors Recruiting Management Security and Permissions Guide - Recruiting Permissions section.

Explanation of Incorrect Options:

Option A - In Provisioning # Company Settings: Provisioning is used primarily for backend configurations and system setup, but it does not directly control user access permissions to email templates.

Option B - In Admin Center # Manage Recruiting Settings: This area allows configuration of recruiting-related settings but does not control user-specific permissions.

Option C - In Provisioning # Managing Recruiting: Provisioning is not where user access to recruiting email templates is configured.

NEW QUESTION # 39

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

Answer: A,B

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 # 40

Which field types in the Requisition template designate the dropdown values that can be found in Admin Center? Note: There are 2 correct answers to this question.

- A. Enum
- **B. Text**
- C. Picklist
- **D. Derived**

Answer: B,D

NEW QUESTION # 41

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