

# **2026 SAP C\_THR83\_2505: First-grade SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Passing Score Feedback**



**SAP CERTIFICATION**

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

Topic	Details
Topic 1	<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 2	<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 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>• 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 5	<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 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<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 8	<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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q13-Q18):

### NEW QUESTION # 13

Which of the following statements apply to pre-screening questions? Note: There are 2 correct answers to this question.

- A. Pre-screening questions can be designated to only appear internally or externally and can vary by country.
- B. Pre-screening questions can be set to be disqualifier questions.
- C. Pre-screening questions can vary by job requisition.
- D. Pre-screening questions are added directly to the Application XML.

**Answer: B,C**

Explanation:

Pre-screening questions offer flexibility to help recruiters screen candidates effectively:

\* Vary by Job Requisition (Option A): Pre-screening questions can be tailored for each job requisition, allowing questions to align with specific job requirements.

\* Set as Disqualifier Questions (Option B): Questions can be configured as disqualifiers, automatically filtering out candidates who do not meet certain criteria.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring and Managing Pre- screening Questions.

Explanation of Incorrect Options:

Option C - Added directly to Application XML: Pre-screening questions are managed in question libraries or templates, not directly in the Application XML.

Option D - Internal/External or Country-based Display: Pre-screening questions generally do not vary by visibility (internal/external) or country settings.

#### NEW QUESTION # 14

Which fields have a pull-down or "find value" where the values are configured directly in the Job Requisition field definition?

- A. Enum
- B. Bool
- C. Instruction
- D. Derived

**Answer: A**

Explanation:

In SAP SuccessFactors Recruiting, fields of type Enum (enumeration) are configured with pre-defined options directly in the Job Requisition template's field definition. These options are displayed as a dropdown or pull-down menu in the requisition form.

Enum Field Type:

An Enum field allows users to select from a list of values configured directly in the Job Requisition template, providing a user-friendly interface for data entry.

Reference:

Explanation of Incorrect Options:

Instruction: This field type is used for informational text rather than a selectable list.

Derived: Derived fields are calculated based on other data, not a dropdown selection.

Bool: Bool fields are for binary options (true/false), not multiple selectable values.

#### NEW QUESTION # 15

What happens when a job board is marked as preselect?

- A. 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.
- B. The job board is available for the Posting Profile and the job must be posted to this job board.
- 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 # 16

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

**Answer: B,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 # 17

You need to set up a route map step where the Hiring Manager reviews a job requisition during the creation process. This hiring manager does NOT necessarily need to be the person who creates the form.

What needs to be configured in the first step of the Route Map? Note: There are 2 correct answers to this question.

- A. The modify step should be configured as an iterative or collaborative step depending on the requirements of the customer.
- B. The Originator role needs to be added to the modify step.
- C. The modify step needs to be configured as a single role type.
- D. The Hiring Manager (G) needs to be added to the modify step.

**Answer: A,D**

Explanation:

To allow the Hiring Manager to review the job requisition during its creation, the Route Map should be configured as follows:

\* Add Hiring Manager (G) to Modify Step (Option B):

\* This configuration allows the Hiring Manager to review and, if necessary, modify the job requisition without being the form's creator. Assigning the G role to the modify step grants them this permission.

\* Configure as Iterative or Collaborative Step (Option D):

\* Set the modify step as collaborative if multiple roles need concurrent access to review, or iterative if each reviewer should access the requisition one after another.

: SAP SuccessFactors Recruiting Management Implementation Guide - Setting Up Modify Steps in Route Maps.

Explanation of Incorrect Options:

Option A: The Originator role would apply only if the creator of the requisition must participate in this modify step.

Option C: Configuring a single role type restricts access to one user, limiting flexibility in a review process that might require multiple reviewers.

### NEW QUESTION # 18

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