C-THR83-2505 Testing Center - C-THR83-2505 Reliable Exam Syllabus

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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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.
Topic 2	• 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	• 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	• 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 5	• 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.
Topic 6	• 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 7	• 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 (Q20-Q25):

NEW QUESTION # 20
When defining the field attribute overrides in the Application XML which of the following attributes determine which override(s) should trigger? Note: There are 2 correct answers to this question.

- A. Country of the Job
- B. Country of the candidate
- C. State/Province of the Job Posting
- D. Applicant type

Answer: A,D

Explanation:
When defining field attribute overrides in the Application XML, certain attributes determine which overrides will trigger. These include:
Country of the Job (Option B):
The location of the job posting is a common condition for overrides, especially for compliance with country-specific regulations.
Applicant Type (Option D):
Overrides can be based on the applicant type (e.g., internal or external candidate), as different application processes may apply to different applicant types.
Reference:
Explanation of Incorrect Options:
Option A - State/Province of the Job Posting: This level of geographic specificity is not typically used for XML overrides.
Option C - Country of the Candidate: Overrides are generally configured based on job location rather than candidate location.

NEW QUESTION # 21
Which of the following are characteristics of standard e-mail notification templates? Note: There are 2 correct answers to this question.

- A. Some templates are predefined for Recruiting.
- B. Standard templates can be deleted in Provisioning.

- C. Some templates are shared with other modules.
- D. All standard templates are enabled by default.

Answer: A,C

Explanation:
Standard email templates in SAP SuccessFactors have the following characteristics:
* Shared with Other Modules (Option B):Some email templates are designed for use across multiple SAP SuccessFactors modules, such as Onboarding or Employee Central, and can be shared to streamline communication workflows.
: SAP SuccessFactors Email Templates Guide - Shared and Multi-Module Templates.
Predefined for Recruiting (Option C):SAP SuccessFactors provides a set of predefined templates tailored specifically for recruiting. These templates support common recruiting actions, such as interview scheduling and application submission acknowledgments.
Reference: SAP SuccessFactors Recruiting Management Implementation Guide - Standard Email Templates.
Explanation of Incorrect Options:
Option A - Standard templates can be deleted in Provisioning: Standard templates cannot typically be deleted. They can be deactivated but remain in the system.
Option D - All standard templates are enabled by default: Not all templates are enabled by default; administrators must selectively enable and configure templates as needed.

NEW QUESTION # 22
Why does a user need to wait to use a job board after it has been added from the Job Board Market Place? Note: There are 2 correct answers to this question.

- A. Recruiting Posting may need to activate the configuration.
- B. The job board may need to activate the configuration.
- C. Posting Profiles need to be associated with a contract.
- D. Recruiting Posting needs to synchronize.

Answer: A,D

NEW QUESTION # 23
You have granted a user with Recruiting Posting permission.
When will this user have access to post a job using Recruiting Posting?

- A. Immediately
- B. After the next hourly Recruiting Posting user synchronization
- C. After the next daily Recruiting Posting user synchronization
- D. When an OData refresh is performed in the system

Answer: A

NEW QUESTION # 24
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. Ensure the field is configured as a public field in the Job Requisition template.
- B. Configure the field as token in Provisioning > Configure Custom Token Settings.
- C. Add the field in the Job Requisition > Listing Layout Fields.
- D. Configure the field as a reportable field within Provisioning > Configure Reportable Fields.

Answer: B,D

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 # 25

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