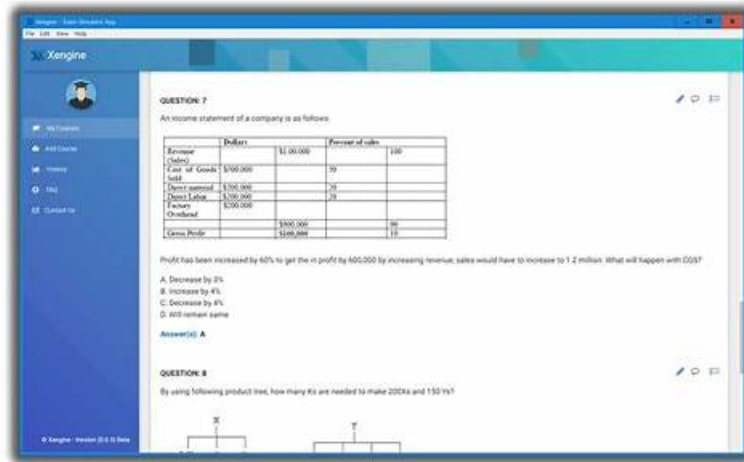


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SAP C-THR83-2505 Exam Syllabus Topics:

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

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

NEW QUESTION # 36

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

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

Answer: D

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.

Reference:

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 # 37

What triggers the country-specific overrides on an Application template?

- A. The country of the candidate captured in the Application template
- **B. The derived country field in the Job Requisition template**
- C. The country of the candidate captured in the Candidate Profile template
- D. The country/region field used for candidate search filters in the Job Requisition template

Answer: B

Explanation:

In the Application template, country-specific overrides are triggered based on the derived country field in the Job Requisition template. This field determines the location of the job and thereby activates any corresponding country-specific fields or configuration set in the application template.

* Define Derived Country Field in Job Requisition Template:

* The derived country field is specified in the Job Requisition template, allowing the system to determine which country-specific settings to apply.

* Activate Country-Specific Overrides:

* Once the derived country is identified, any predefined fields or layout adjustments for that country in the Application template are triggered.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Country-Specific Overrides in Application Templates.

Explanation of Incorrect Options:

Option A and Option C: These options refer to fields in the Application and Candidate Profile templates, which do not trigger country overrides for the application itself.

Option D: The candidate search filters do not control overrides in the application template.

NEW QUESTION # 38

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

Answer: B,C

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.

: SAP SuccessFactors Recruiting Management XML Configuration Guide - Field Attribute Overrides.

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 # 39

Where are operator roles used? Note: There are 2 correct answers to this question.

- A. In requisition Route Maps
- B. In Job Requisition template mobile-fields
- C. In field-permissions
- D. In Candidate Application template field-permissions

Answer: A,D

Explanation:

In SAP SuccessFactors, recruiting groups are managed by users who hold the necessary administrative permissions. This ensures that individuals with relevant access can modify recruiting groups, which control user permissions for recruiting actions and processes.

Administrative Permissions Requirement:

Users with administrative permissions can access and edit existing recruiting groups, making adjustments to membership or permissions as necessary for recruiting functions.

Reference:

Explanation of Incorrect Options:

Option A (Original creator): Recruiting groups are not restricted to the original creator for editing.

Option C and D: The requisition template creator and group members do not automatically have editing rights without administrative permissions.

NEW QUESTION # 40

What field-permission do you configure on the Candidate Profile template?

- A. None read and write for dynamic groups only
- B. Read and write permissions for candidates and dynamic groups
- C. Read and write for candidates only
- D. None read and write for candidates and dynamic groups

Answer: B

Explanation:

On the Candidate Profile template, you configure read and write permissions to control access for both candidates and dynamic

