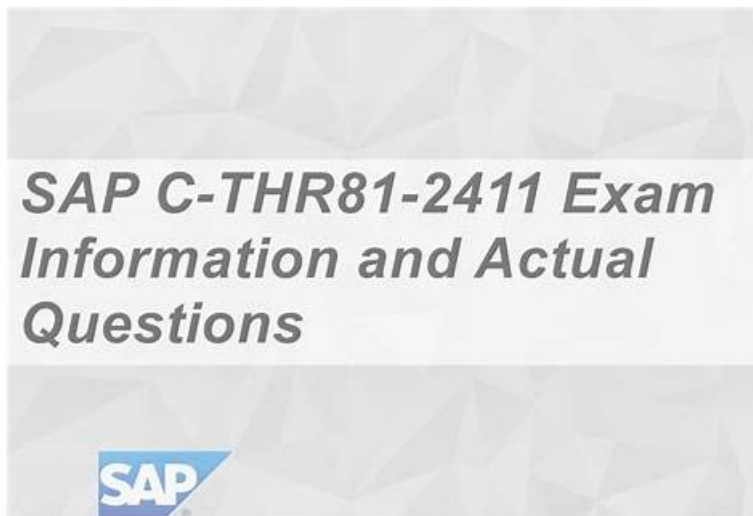


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SAP C_THR83_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• Candidate Profile Template: This section of the exam measures skills of Implementation Consultants and covers designing the candidate profile structure. Candidates must demonstrate the ability to configure profile templates that capture necessary candidate information and support downstream recruiting processes.
Topic 2	• Job Requisition Enablement: This section of the exam measures skills of Recruitment Specialists and covers the configuration needed to activate job requisitions. Candidates must show they can define requisition templates, configure approval workflows, and align requisition fields with business requirements.
Topic 3	• Application Template: This section of the exam measures skills of Implementation Consultants and covers creating and customizing the application form used by candidates. It includes mapping form fields to data models, configuring required fields, and tailoring the application flow to organizational needs.
Topic 4	• Advanced Job Requisition Settings: This section of the exam measures skills of Recruitment Specialists and covers deeper customization of requisition processes. It includes setting up dynamic field behaviors, conditional approvals, and multi-stage requisition workflows to support complex hiring practices.
Topic 5	• Candidate Management: This section of the exam measures skills of Recruitment Coordinators and covers the processes for tracking and progressing candidates through the recruitment lifecycle. Candidates need to show proficiency in managing candidate statuses, evaluations, and pipeline reporting.

Topic 6	Managing Clean Core: This section of the exam measures skills of Implementation Consultants and covers strategies for maintaining a standard, unmodified system foundation in SAP SuccessFactors. Candidates must demonstrate understanding of best practices that minimize custom code, ensuring easier upgrades and stable system performance.
Topic 7	Offer: This section of the exam measures skills of HR Managers and covers the setup and management of offer letter generation and approval. It includes configuring offer templates, defining approval chains, and ensuring legal and compensation details are accurately captured.
Topic 8	E-mail Notifications: This section of the exam measures skills of Implementation Consultants and covers configuring automated email alerts throughout the recruiting process. Candidates must demonstrate how to set up notification templates, triggers, and recipient rules to keep stakeholders informed.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q69-Q74):

NEW QUESTION # 69

When creating multi-stage application permission blocks which of the following must be defined in the permission? Note: There are 2 correct answers to this question.

- A. Operator
- B. Permission type (read or write)
- C. Applicant type
- D. Status label

Answer: A,B

Explanation:

In multi-stage application settings, each permission block must define certain elements to control access for different stages of the application process:

* Operator (Option A): The operator refers to users involved in the recruiting process, such as hiring managers, recruiters, and approvers. Each permission block must define the operator to specify who has access to the application stage.

* Steps:

* Go to Admin Center > Manage Recruiting Roles.

* Configure each operator's access to the relevant stage.

NEW QUESTION # 70

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 J permission needs to be granted in the Candidate Application template.
- D. The e-mail trigger needs to be enabled in the Admin Center.

Answer: A,D

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.

NEW QUESTION # 71

How do you make custom fields reportable? Note: There are 2 correct answers to this question.

- A. Define the fields in the template.
- B. Define the fields as reportable in the template.
- C. Add the fields in Provisioning and synchronize the data.
- D. Define the public="true" attribute in the template.

Answer: A,C

NEW QUESTION # 72

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish an organizational structure technical foundation and transformation methodology for clean core.
- B. Establish release management.
- C. Integrate clean core practices in the end-to-end value process chain.
- D. Establish regular housekeeping tasks and procedures.
- E. Define roles and responsibilities as part of a process transformation office.

Answer: B,C,D

NEW QUESTION # 73

Which actions are available from Manage Jobs after a job is posted with Recruiting Posting? Note: There are 2 correct answers to this question.

- A. Remove the posting from all posting job boards.
- B. Remove a contract with a posting job board.
- C. Repost the job automatically after the expiration date.
- D. Post the job to additional job boards.

Answer: A,D

Explanation:

Once a job is posted using Recruiting Posting, administrators have several actions available in the Manage Jobs section to further manage the job posting.

* Remove the Posting from All Job Boards (Option A):

* This action allows users to remove the job posting from all job boards where it was posted through Recruiting Posting. This feature is useful if a position needs to be closed or withdrawn before the posting expires.

* Post the Job to Additional Job Boards (Option B):

* After the initial posting, users can choose to post the job to additional job boards directly from the Manage Jobs interface, broadening the reach of the job posting as needed.

NEW QUESTION # 74

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