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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 | • 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. |
| Topic 3 | • 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 4 | • 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 5 | • 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 6 | • 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. |

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q19-Q24):

**NEW QUESTION # 19**
What must you do to request access to a customer's Provisioning?

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

**Answer: B**

**NEW QUESTION # 20**
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. Offer Approval
- B. Interview Assessment
- C. Background Check
- D. Offer Letter

**Answer: A,D**

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.
Reference:
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 # 21**
Which of the following location object data will populate into the job posting details when using the Map to Location Foundation Object field completion rule for Location in Recruiting Posting? Note: There are 3 correct answers to this question.

- A. Postcode
- B. Country/Region
- C. Language
- D. State/Province

- E. Location

**Answer: A,B,E**

## NEW QUESTION # 22
How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

- A. Set the permissions to write or read for each field.
- B. Assign a permission to a field for each status (pre-approved approved and closed).
- C. Add the operators for each permission block.
- D. Permission the J role for each field.
- E. Define the permissions in the Role-Based Permissions section in the Admin Center.

**Answer: A,B,C**

Explanation:
In SAP SuccessFactors Recruiting, defining permissions for job requisition fields involves several key steps to ensure that the right users have the necessary read or write access for each field:
* Assign Permission for Each Status (Option A):Different statuses in the requisition lifecycle (pre- approved, approved, and closed) may require distinct permissions for fields.
* Add Operators for Each Permission Block (Option B):Define operators (e.g., recruiter, hiring manager) for each permission block, determining who can view or edit fields.
* Set Write or Read Permissions (Option D):Specify the level of access-either read or write-for each field based on the roles and statuses.
: SAP SuccessFactors Recruiting Management Data Model Guide - Field Permissions and Role Configurations.
Explanation of Incorrect Options:
Option C - Permission the J role: Permissions are assigned by field and operator, not a single role.
Option E - Role-Based Permissions in Admin Center: Job requisition field permissions are typically configured within the Job Requisition Data Model XML, not directly in Role-Based Permissions.

## NEW QUESTION # 23
You have updated a standard field label in the Job Requisition template. However this change was NOT reflected when creating a new job requisition. What must be configured? Note: There are 2 correct answers to this question.

- A. The field label must be updated in the Job Requisition template field definition.
- B. The field label must be updated in the permission section of the Job Requisition template.
- C. The field label must be updated in Custom Token Settings in Provisioning.
- D. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.

**Answer: A,D**

Explanation:
C). The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center. SuccessFactors has a central place to manage labels for standard fields. This ensures consistency across the system. If you only change the label within the template, it will be overridden by this central setting.
D). The field label must be updated in the Job Requisition template field definition. You do need to update the field label within the template itself. This tells the template which label to pull from the central settings.

## NEW QUESTION # 24
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