

C_THR83_2505 Questions Exam - Online

C_THR83_2505 Training



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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
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">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 4	<ul style="list-style-type: none">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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q52-Q57):

NEW QUESTION # 52

Which of the following fields would you map between the Candidate Profile and the People Profile? Note: There are 2 correct answers to this question.

- A. Expected salary
- B. Available start date
- C. Professional membership
- D. Language skills

Answer: C,D

NEW QUESTION # 53

How can cascading pre-screening questions be added into a customer's instance?

- A. Recruiting users can create cascading questions manually in their Preferences tab
- B. Manually in the questions library
- C. Through the pre-screening questions import CSV file
- D. Directly in the Application XML

Answer: C

Explanation:

Cascading pre-screening questions, which are questions that adapt based on previous responses, can be added to a customer's SAP SuccessFactors instance through the pre-screening questions import CSV file. This allows administrators to manage complex question setups that dynamically change based on candidate input.

* Steps to Configure:

* Prepare a CSV file containing the cascading questions and the conditions for each question.

* Go to Admin Center > Import Pre-Screening Questions and upload the CSV file.

: SAP SuccessFactors Recruiting Management Implementation Guide - Importing Pre-Screening Questions.

Explanation of Incorrect Options:

Option A - Application XML: Pre-screening questions are not directly added to the Application XML.

Option C - Preferences Tab: Recruiting users cannot create cascading questions manually in their preferences.

Option D - Manually in the Questions Library: Cascading functionality is set up via CSV import, not manually in the question library.

NEW QUESTION # 54

Who can configure the approval workflow for the offer? Note: There are 2 correct answers to this question.

- A. Operators with permission to launch the Offer Approval in the respective applicant status if the approval workflow is configured as editable
- B. Users with permissions to Manage Offer Letter Templates in the Admin Center
- C. System admins with permission to "Manage Route maps" in the Admin Center
- D. Users with permissions to configure the Offer Details template within Manage Recruiting templates

Answer: A,D

NEW QUESTION # 55

Which field types in the Requisition template designate the dropdown values that can be found in Admin Center? Note: There are 2 correct answers to this question.

- A. Text
- B. Enum
- C. Derived
- D. Picklist

Answer: A,C

NEW QUESTION # 56

A Recruiter CANNOT see the status "Phone Screening".

Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The status "Phone Screening" is NOT enabled in the Job Requisition template.
- B. The status "Phone Screening" is set as "hidden" in the Application template.
- C. The status "Phone Screening" is NOT enabled in the Talent Pipeline.
- D. The status "Phone Screening" is NOT set as Visible by the Recruiter.

Answer: C,D

Explanation:

If a recruiter cannot see the "Phone Screening" status, it could be due to the following reasons:

Status Not Enabled in the Talent Pipeline (Option A):

The Talent Pipeline is configured to control the visibility and sequence of application statuses. If "Phone Screening" is not enabled in the Talent Pipeline, it will not appear in the recruiting workflow.

Status Not Visible to the Recruiter (Option D):

Visibility settings control who can view each status. If "Phone Screening" is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.

Steps to Check:

Go to Admin Center > Edit Applicant Status Configuration and ensure that "Phone Screening" is enabled in the pipeline and set as visible to the recruiter role.

Reference:

Explanation of Incorrect Options:

Option B - Status in Job Requisition Template: Status visibility is configured in the Talent Pipeline, not the Job Requisition template.

Option C - Hidden in Application Template: Statuses are not managed within the Application template; they are controlled in the Talent Pipeline.

NEW QUESTION # 57

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