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SAP CERTIFICATION

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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">• 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 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.
Topic 6	<ul style="list-style-type: none">• Recruiting Posting: This section of the exam evaluates the skills of SAP Consultants in setting up and maintaining Recruiting Posting. It includes job board integration and configuration to support multi-channel job distribution and monitoring.
Topic 7	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q76-Q81):

NEW QUESTION # 76

Where can you find a list of all job boards available through Recruiting Posting? Note: There are 2 correct answers to this question.

- A. My job boards
- B. My school job boards
- C. Job Board catalogue on SAP Jams and Communities
- D. Job Board Market Place

Answer: C,D

Explanation:

The list of available job boards for Recruiting Posting can be found in two primary locations:

Job Board Market Place (Option C):

This feature within Recruiting Posting allows users to view, select, and manage job boards available for posting.

Job Board Catalogue on SAP Jams and Communities (Option D):

SAP Jams and Communities provide a comprehensive catalogue of job boards available through Recruiting Posting, along with detailed descriptions.

Reference:

Explanation of Incorrect Options:

Option A - My school job boards: This is not a standard feature for accessing all job boards.

Option B - My job boards: This refers to job boards specifically selected by the user, not the full catalogue.

NEW QUESTION # 77

What action is possible within Interview Central?

- A. The recruiter can invite the candidate to apply.
- B. The interviewer can extend the Offer Letter.
- **C. Candidates can be rated based on a set of competencies.**
- D. Candidates can be moved to another status.

Answer: C

Explanation:

In Interview Central, interviewers have the ability to rate candidates based on a predefined set of competencies. This feature allows for structured assessment and consistent evaluation criteria across interviewers.

Steps to Use:

Within Interview Central, select the candidate and rate them on each of the competencies provided.

Ratings can be viewed and used to compare candidates across different competency areas.

Reference:

Explanation of Incorrect Options:

Option A - Move Candidates to Another Status: Status changes are typically done in the main candidate management view.

Option B - Extend Offer Letter: Offer letters are managed separately in the offer management process, not in Interview Central.

Option D - Invite Candidate to Apply: This is done outside of Interview Central.

NEW QUESTION # 78

You need to allow candidates to search for jobs in a specific country. What do you need to do?

- A. Configure a background element and map it to the Succession Data Model.
- B. Configure the country field on the application template to allow candidates to search for jobs in their country.
- C. Configure the derived country field and add it as a filter on the Internal and External Search settings.
- **D. Configure a filter field and add it to the Internal and External Search settings.**

Answer: D

NEW QUESTION # 79

Who can edit an existing recruiting group?

- A. All members of the recruiting group
- **B. All users with appropriate administrative permissions**
- C. The original creator of the recruiting group
- D. The original creator of the requisition template

Answer: B

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.

: SAP SuccessFactors Recruiting Management User Guide - Managing and Editing Recruiting Groups.

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 # 80

The (S) Sourcer operator has a field permission taken away but the V operator gives permission to that field.

The (S) Sourcer is an approver in the Route Map. What is the result?

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