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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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.
Topic 4	<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 5	<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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q11-Q16):

NEW QUESTION # 11

Who can edit an existing recruiting group?

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

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.

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 # 12

You have granted a user with Recruiting Posting permission.

When will this user have access to post a job using Recruiting Posting?

- A. When an OData refresh is performed in the system
- B. After the next hourly Recruiting Posting user synchronization
- C. After the next daily Recruiting Posting user synchronization
- D. Immediately

Answer: D

NEW QUESTION # 13

Which of the following are components of the Candidate Profile Template? Note: There are 3 correct answers to this question.

- A. Field attribute overrides

- B. sm-mapping configuration
- C. Field definitions
- D. Background elements
- E. Button permissions

Answer: A,B,D

NEW QUESTION # 14

A user wants to start a Recruiting Posting job posting. What must occur before the posting process can begin? Note: There are 3 correct answers to this question.

- A. The Recruiting user must be assigned to one Recruiting Posting group.
- B. A job board configuration must be validated for the job board.
- C. The Manage Recruiting Posting permission must be activated.
- D. At least one posting profile must be associated to the Recruiting user.
- E. The position must be posted to the external Career Site.

Answer: B,C,D

Explanation:

Before a Recruiting Posting job posting can begin, certain prerequisites must be in place to ensure that the user has the necessary configuration and access:

Posting Profile Association (Option A):

The Recruiting user must have at least one posting profile associated with them. Posting profiles define job board configurations and access rights, linking the user to specific posting options.

Job Board Configuration Validation (Option C):

Each job board used in Recruiting Posting requires proper configuration, including access credentials and other necessary data, to allow successful job posting.

Manage Recruiting Posting Permission (Option E):

The Manage Recruiting Posting permission must be enabled for the user, allowing them to initiate and manage job postings across job boards.

Reference:

Explanation of Incorrect Options:

Option B: Posting to an external career site is not a prerequisite for using Recruiting Posting.

Option D: Assigning a Recruiting Posting group is not a requirement to begin the posting process, although it can be used for organizational purposes.

NEW QUESTION # 15

Where can you update current pre-screening questions or assign pre-screening questions to a requisition? Note: There are 2 correct answers to this question.

- A. Candidate Profile
- B. Candidate Summary
- C. Import question Library
- D. Job Requisition

Answer: C,D

Explanation:

Pre-screening questions for candidates can be updated and assigned to a job requisition using the following options:

Job Requisition (Option C):

Pre-screening questions can be assigned directly to a job requisition, allowing candidates to answer these questions during the application process.

Import Question Library (Option D):

Questions can be managed through the Import Question Library, enabling administrators to add or modify pre-screening questions and then assign them to job requisitions as needed.

Reference:

Explanation of Incorrect Options:

Option A - Candidate Summary: This area provides a summary of candidate information and is not used for configuring pre-

screening questions.

Option B - Candidate Profile: This holds information about the candidate but does not manage pre-screening questions for requisitions.

NEW QUESTION # 16

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