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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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	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	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q32-Q37):

NEW QUESTION # 32

You want to trigger e-mails by candidate status. Where is the trigger configured?

- A. In Recruiting E-mail Triggers
- **B. In Edit Applicant Status Configuration**
- C. In E-mail Notification Template Settings
- D. In Manage Recruiting E-mail Templates

Answer: B

Explanation:

To trigger emails by candidate status, the appropriate configuration is done in the Edit Applicant Status Configuration section. Here, administrators can define email notifications based on specific candidate status changes.

* Steps to Configure:

* Go to Admin Center > Edit Applicant Status Configuration.

* Select the relevant status and specify the email template to trigger for each status change.

* Save the configuration to ensure that emails are triggered automatically based on status changes.

: SAP SuccessFactors Recruiting Management Configuration Guide - Applicant Status and Email Triggers section.

Explanation of Incorrect Options:

Option B - In E-mail Notification Template Settings: This is for managing general email templates, not configuring status-based triggers.

Option C - In Recruiting E-mail Triggers: This option does not exist as a specific configuration area.

Option D - In Manage Recruiting E-mail Templates: This is used to manage email templates but does not control the triggering mechanism for candidate status changes

NEW QUESTION # 33

In order to associate a Job Requisition to an approval workflow what must be done? Note: There are 2 correct answers to this question.

Solution:

A. Configure Route Map in Admin Center

A Route Map (which defines the approval workflow) must be created and configured via **Admin Center → Manage Route Maps**. This outlines the approval steps such as Originator → Hiring Manager → Recruiter

Reference : <https://learning.sap.com/>

B. Associate Route Map to Job Requisition

After creating it, you must associate the Route Map with the relevant Job Requisition template under **Form Template Settings** to connect the workflow to the requisition.

Reference : <https://learning.sap.com/>

- **A. The Job Requisition must be associated to the appropriate Route Map in Form Template Settings.**
- **B. A Route Map must be created and configured in Admin Center.**
- C. A business rule to trigger the approval workflow must be created in Admin Center > Configure Business Rules.
- D. Multiple Route Maps can be associated to one Job Requisition template.

Answer: A,B

Explanation:

To associate a Job Requisition with an approval workflow, administrators need to configure route maps properly within SAP SuccessFactors Recruiting:

Associate the Job Requisition with a Route Map in Form Template Settings (Option A):

Link the job requisition template with a route map to enable workflow approval.

Create and Configure a Route Map in Admin Center (Option B):

The route map must be configured to outline the steps and approvers in the approval workflow for the job requisition.

Steps to Configure:

In Admin Center > Manage Route Maps, create and configure the route map with the desired approval steps.

In Admin Center > Form Template Settings, link the job requisition template with the configured route map.

Reference:

Explanation of Incorrect Options:

Option C - Create a Business Rule: Business rules are not required for associating a job requisition to a route map.

Option D - Multiple Route Maps per Job Requisition Template: Only one route map can be assigned to a job requisition template.

NEW QUESTION # 34

Which of the following feature permissions are configured in the Job Requisition data model? Note: There are 2 correct answers to this question.

- A. Candidate questions
- B. Candidate Workbench
- C. Mass Offers
- D. Interview Assessment

Answer: A,D

NEW QUESTION # 35

Where are background elements mapped to synchronize the data between People Profile and the Candidate Profile?

- A. In the Candidate Profile template
- B. In the Application template
- C. In the Job Requisition template
- D. In the Succession Data Model

Answer: A

Explanation:

Background elements, which allow for the capture of information such as previous employment or education, are mapped within the Candidate Profile template. This mapping supports synchronization between the People Profile and Candidate Profile.

* Steps to Configure:

* In the Candidate Profile template, define the mapping for background elements that should sync with the People Profile.

* This mapping will ensure that relevant candidate information flows between the profiles seamlessly.

: SAP SuccessFactors Recruiting Management and Employee Central Integration Guide - Synchronizing Background Elements.

Explanation of Incorrect Options:

Option A - Job Requisition Template: The requisition template does not handle candidate profile background mappings.

Option B - Succession Data Model: The Succession Data Model is unrelated to Candidate Profile background element mapping.

Option D - Application Template: Background elements are mapped specifically in the Candidate Profile template, not the Application template.

NEW QUESTION # 36

Which step is required to connect an Application template to the Job Requisition template?

- A. Map the <application-status-set > in the Job Requisition template.
- B. Configure a new Application template with a new << template-name>.
- C. Connect the templates in Form Template Settings.
- D. Map the application template name in the Job Requisition template.

Answer: D

Explanation:

To connect an Application template to a Job Requisition template, you must map the name of the application template in the Job Requisition template. This configuration ensures that the requisition is correctly associated with the application template, allowing applicants to complete the correct application form.

Define the Application Template Name in the Job Requisition XML:

Open the Job Requisition XML template and locate the section where the application template name is referenced.

Use the application-template-name field to link the correct application template.

Save and Deploy the Configuration:

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