

C-THR83-2505 New Test Bootcamp - High Pass-Rate SAP SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience - C-THR83-2505 Valid Exam Labs



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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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	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 3	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 4	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 5	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 6	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q60-Q65):

NEW QUESTION # 60

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?

- A. The V permission is irrelevant in this situation.
- B. It depends on the order in which the permissions were configured.
- C. The V permission overrides the taken away S permission.
- D. The V permission causes the S permission to only allow for reporting of the field in questions .

Answer: C

NEW QUESTION # 61

Which fields have a pull-down or "find value" where the values are configured directly in the Job Requisition field definition?

- A. Derived
- B. Bool
- C. Enum
- D. Instruction

Answer: C

Explanation:

In SAP SuccessFactors Recruiting, fields of type Enum (enumeration) are configured with pre-defined options directly in the Job Requisition template's field definition. These options are displayed as a dropdown or pull-down menu in the requisition form.

* Enum Field Type:

* An Enum field allows users to select from a list of values configured directly in the Job Requisition template, providing a user-friendly interface for data entry.

: SAP SuccessFactors Recruiting Management Implementation Guide - Field Types and Enum Field Configuration in Job Requisition Templates.

Explanation of Incorrect Options:

Instruction: This field type is used for informational text rather than a selectable list.

Derived: Derived fields are calculated based on other data, not a dropdown selection.

Bool: Bool fields are for binary options (true/false), not multiple selectable values.

NEW QUESTION # 62

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. System admins with permission to "Manage Route maps" in the Admin Center
- C. Users with permissions to configure the Offer Details template within Manage Recruiting templates
- D. Users with permissions to Manage Offer Letter Templates in the Admin Center

Answer: A,C

NEW QUESTION # 63

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish an organizational structure technical foundation and transformation methodology for clean core.
- B. Define roles and responsibilities as part of a process transformation office.
- C. Establish regular housekeeping tasks and procedures.
- D. Integrate clean core practices in the end-to-end value process chain.
- E. Establish release management.

Answer: C,D,E

Explanation:

SAP recommends several guiding principles to maintain a clean core in SAP environments, minimizing customizations that can complicate future upgrades and maintenance:

* Establish Regular Housekeeping Tasks (Option A): Routine housekeeping ensures the system is free of obsolete data and configurations, improving performance and simplifying management.

* Establish Release Management (Option B): An organized release management strategy is crucial to streamline updates, maintain clean configurations, and prevent conflicting customizations.

* Integrate Clean Core Practices in the End-to-End Value Process Chain (Option D): Embedding clean core principles across all business processes helps maintain consistency, standardize operations, and ensure the long-term maintainability of the system.

: SAP Clean Core Strategy Guide - Principles and Best Practices for SAP S/4HANA and SuccessFactors.

Explanation of Incorrect Options:

Option C - Define roles and responsibilities: While important, this is not a specific guiding principle for a clean core.

Option E - Establish organizational structure for clean core: This focuses more on team structure than on core system practices.

NEW QUESTION # 64

What token should be used to direct a candidate to an online offer?

- A. [[APPLICATION_PAGE_URL]]
- B. [[CAREER_SITE_URL]]
- C. [[CANDIDATE_OFFER_URL]]
- D. [[LOGIN_URL]]

Answer: C

Explanation:

The [[CANDIDATE_OFFER_URL]] token is used to direct a candidate to view their offer online in SAP SuccessFactors. When included in an email template, this token generates a link that directs the candidate to the online offer letter or offer acceptance page.

* Steps to Use:

* Insert the token [[CANDIDATE_OFFER_URL]] in the offer email template to ensure candidates can directly access their online offer.

: SAP SuccessFactors Recruiting Management Implementation Guide - Tokens for Offer Letters and Offer Emails.

Explanation of Incorrect Options:

Option B - [[LOGIN_URL]]: This token directs to the general login page, not the specific offer.

Option C - [[APPLICATION_PAGE_URL]]: This token is for accessing the application page, not the offer.

Option D - [[CAREER_SITE_URL]]: This token directs to the career site rather than the specific offer.

NEW QUESTION # 65

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