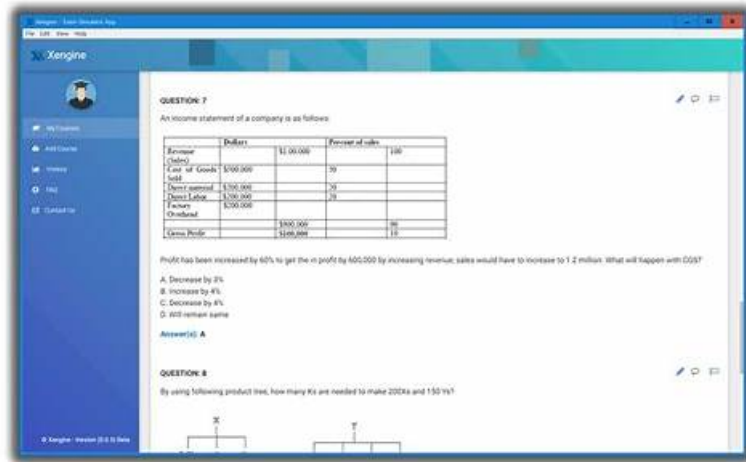


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SAP C-THR83-2505 Exam Syllabus Topics:

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	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 3	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	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.
Topic 5	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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q31-Q36):

NEW QUESTION # 31

What is the field id that you must add to the Job Requisition template to fully enable the employee referral feature?

- A. id="amount"
- B. id="erpAmount"
- C. id="employeeReferral"
- D. id="referral"

Answer: B

NEW QUESTION # 32

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 Manage Offer Letter Templates in the Admin Center
- D. Users with permissions to configure the Offer Details template within Manage Recruiting templates

Answer: A,D

NEW QUESTION # 33

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. OData
- B. IDoc
- C. SOAP
- D. RFC

Answer: A,C

Explanation:

SAP recommends OData and SOAP APIs for clean core integrations, as they are modern, standardized, and compatible with SAP's cloud-based solutions. These APIs help maintain a clean core by allowing data integrations without custom modifications to the core system.

* SOAP (Option C): SOAP is commonly used for integrations with SAP's enterprise applications, supporting reliable messaging and security features.

* OData (Option D): OData APIs are lightweight and RESTful, making them ideal for web and cloud integrations, particularly for SuccessFactors.

: SAP API Management Guide - Recommended API Types for Integration.

Explanation of Incorrect Options:

Option A - IDoc: IDocs are used for traditional SAP ERP integrations but are not recommended for maintaining a clean core in cloud environments.

Option B - RFC: RFCs are legacy interfaces and not recommended for cloud-based or clean core strategies.

NEW QUESTION # 34

Where are the values located for the fields of "country" and "stateProvince" when the field type is derived?

- A. Picklist Center
- B. Manage Recruiting Settings
- C. Set up Job Board Options
- D. Manage Recruiting Triggers

Answer: A

Explanation:

For fields like "country" and "stateProvince" with a derived field type, the values are sourced from the Picklist Center in SAP SuccessFactors. The Picklist Center allows for centralized management of standard picklists, which are used across the system to ensure consistent data for location-related fields.

* Location of Values in Picklist Center:

* Navigate to Admin Center > Picklist Center.

* Search for and manage picklists related to "country" and "stateProvince."

* Configuration and Updates:

* Country and state/province picklists are often pre-configured with ISO standards but can be customized based on the organization's specific needs.

: SAP SuccessFactors Recruiting Management User Guide - Managing Location Data with Picklist Center.

NEW QUESTION # 35

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

Answer: A,C

NEW QUESTION # 36

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