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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	• 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 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	• 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	• 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 6	• 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 7	• 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 8	• Candidate Management: This section of the exam evaluates the knowledge of Recruiting Analysts in managing candidates through the recruiting process. It covers status handling, talent pools, and system behavior as candidates move through different stages.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q66-Q71):

NEW QUESTION # 66
When creating multi-stage application permission blocks which of the following must be defined in the permission? Note: There are 2 correct answers to this question.

- A. Applicant type
- B. Status label
- C. Operator
- D. Permission type (read or write)

Answer: C,D

Explanation:
In multi-stage application settings, each permission block must define certain elements to control access for different stages of the application process:
* Operator (Option A):The operator refers to users involved in the recruiting process, such as hiring managers, recruiters, and approvers. Each permission block must define the operator to specify who has access to the application stage.
* Steps:
* Go to Admin Center > Manage Recruiting Roles.
* Configure each operator's access to the relevant stage.
: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Multi-Stage Application Permissions.
Permission Type (read or write) (Option C):Each permission block must also specify the type of access- either read or write-allowing you to control who can view or edit application information at a given stage.
Steps:
In the Application Template XML, define the read/write access for each stage and operator.
Reference: SAP SuccessFactors Recruiting Management Implementation Guide - Permission Types in Application Templates.
Explanation of Incorrect Options:
Option B: Applicant type does not need to be specified in each permission block; permissions are applied based on stages and roles.
Option D: Status labels are not required in permission blocks; they are typically used for candidate status tracking.

NEW QUESTION # 67
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 causes the S permission to only allow for reporting of the field in questions .
- B. The V permission overrides the taken away S permission.
- C. It depends on the order in which the permissions were configured.
- D. The V permission is irrelevant in this situation.

Answer: B

NEW QUESTION # 68
What happens if you set the candidate application attribute sensitive to "true"?

- A. The field is considered for purging of personally identifying data.
- B. The field content is covered by ***
- C. The field is hidden unless an override is set.
- D. "Access or change this field" will be captured in the Read Audit Log.

Answer: A

Explanation:
Setting the candidate application attribute sensitive to "true" marks the field for consideration in data purging routines. This is part of data privacy features where personal data is purged according to data retention and privacy policies.
Functionality and Effects:
When a field is marked sensitive, it is included in data purging processes to remove PII from the system after certain retention periods.
This aligns with data protection regulations by ensuring PII is only retained as necessary.
Reference:
Explanation of Incorrect Options:
Option A - "Access or change this field" will be captured in the Read Audit Log: This is more relevant to audit configuration than to data sensitivity settings.
Option C - The field content is covered by *: Masking the content is separate from marking data as sensitive.
Option D - The field is hidden unless an override is set: Marking a field as sensitive does not automatically hide it; it flags it for data purging.

NEW QUESTION # 69
If you want to create and send an offer to your candidate which of the following feature permissions do you enable? Note: There are 2 correct answers to this question.

- A. Background Check
- B. Offer Letter
- C. Interview Assessment
- D. Offer Approval

Answer: B,D

Explanation:
To create and send an offer to a candidate in SAP SuccessFactors Recruiting, the permissions for Offer Approval and Offer Letter must be enabled. These permissions allow the recruiter to initiate the offer process, complete any required approvals, and generate the offer letter for the candidate.
* Offer Approval (Option A):This permission enables the process of approving the offer, ensuring all necessary approvals are in place before the offer is sent to the candidate.
* Offer Letter (Option C):This permission allows the recruiter to create and generate the offer letter document, which is then sent to the candidate.
* Steps to Configure:
* Go to Admin Center > Manage Permission Roles.
* Assign the Offer Approval and Offer Letter permissions to the appropriate user roles.
: SAP SuccessFactors Recruiting Management Implementation Guide - Offer Approval and Offer Letter Permissions.
Explanation of Incorrect Options:
Option B - Background Check: Background checks are related to candidate vetting, not the offer creation or approval process.
Option D - Interview Assessment: Interview assessment permissions are used for evaluating candidates, not for creating or sending offers.

NEW QUESTION # 70

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

Answer: B,C

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.
: SAP SuccessFactors Recruiting Posting Documentation - Accessing Job Boards.
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 # 71

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