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## SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• <b>Candidate Profile Template:</b> 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• <b>Job Requisition Enablement:</b> 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• <b>Offer:</b> 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• <b>Advanced Job Requisition Settings:</b> 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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>• <b>Recruiting Posting:</b> 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.</li></ul>

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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q48-Q53):**

### **NEW QUESTION # 48**

Where are operator roles used? Note: There are 2 correct answers to this question.

- **A. In Candidate Application template field-permissions**
- B. In Job Requisition template mobile-fields
- **C. In requisition Route Maps**
- D. In field-permissions

**Answer: A,C**

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 # 49**

If a customer requires the Requisition Status field to automatically update when the Job Requisition has successfully completed the approval process (route map) which of the following needs to be configured?

- A. The due date of the Route Map must be configured in Manage Route Maps to ensure the approval is completed on time.
- **B. The default Job Requisition Status when a requisition is created or approved must be configured in Manage Recruiting Settings.**
- C. The Form Template settings must be configured to auto-populate the picklist field in the Job Requisition.
- D. The picklist value for the Open status must be configured as 99999.

**Answer: B**

Explanation:

To ensure that the Requisition Status field updates automatically after a job requisition completes the approval process, the default status settings for approved requisitions must be configured in Manage Recruiting Settings.

\* Steps to Configure:

\* Go to Admin Center > Manage Recruiting Settings.

\* Set the default status for requisitions upon creation and approval to ensure the Requisition Status field reflects the correct status automatically after the approval process.

: SAP SuccessFactors Recruiting Management Configuration Guide - Configuring Default Job Requisition Status.

Explanation of Incorrect Options:

Option A - Route Map due date: While route maps help manage the approval process, they do not affect the automatic status update of the requisition.

Option C - Picklist value for Open status: Setting a picklist value to 99999 does not control the automated status update.

Option D - Form Template settings: These settings are not responsible for updating requisition status based on approval.

### **NEW QUESTION # 50**

When building the sm-mapping between People Profile and Candidate Profile to which data model does the second field-id reference?

□

- A. Candidate Data Model
- B. Job Requisition template
- **C. Succession Data Model**
- D. Candidate Profile template

**Answer: C**

Explanation:

When setting up sm-mapping between the People Profile and the Candidate Profile, the second field-id in the mapping references the Succession Data Model. The Succession Data Model defines the fields used in the People Profile, and sm-mapping is used to align these fields with those in the Candidate Profile.

sm-mapping Configuration:

In the configuration, the first field-id refers to the Candidate Profile template, while the second field-id links to the corresponding field in the Succession Data Model for the People Profile.

Purpose of sm-mapping:

This mapping allows data synchronization between the Candidate Profile and People Profile, ensuring consistent data across the system.

### NEW QUESTION # 51

What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- **A. An e-mail template needs to be assigned to the e-mail trigger.**
- B. The e-mail trigger needs to be enabled in the Job Requisition template.
- **C. The e-mail trigger needs to be enabled in the Admin Center.**
- D. The J permission needs to be granted in the Candidate Application template.

**Answer: A,C**

Explanation:

To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:

\* Assign an E-mail Template to the E-mail Trigger (Option A): Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

\* Steps:

\* Go to Admin Center > Manage Recruiting E-mail Templates.

\* Select and configure the email template that matches the trigger you want to activate.

\* Assign the template to the relevant email trigger.

: SAP SuccessFactors Recruiting Management Implementation Guide - Setting up Email Triggers and Templates.

Enable the E-mail Trigger in the Admin Center (Option C): Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.

Steps:

Go to Admin Center > E-mail Notification Template Settings.

Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.

Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling E-mail Triggers.

Explanation of Incorrect Options:

Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.

Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

### NEW QUESTION # 52

You have granted a user with Recruiting Posting permission.

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

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

**Answer: A**

### NEW QUESTION # 53

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