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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q40-Q45):

NEW QUESTION # 40

Where do you grant a user access to Recruiting E-mail Templates?

- A. In Admin Center → Manage Recruiting Settings
- B. In Provisioning → Company Settings
- **C. In Admin Center → Manage Permission Roles**
- D. In Provisioning → Managing Recruiting

Answer: C

Explanation:

To grant a user access to Recruiting Email Templates, permissions must be assigned via Manage Permission Roles in Admin Center. Permissions control which users or roles can access, view, and manage recruiting email templates.

Steps to Grant Access:

Go to Admin Center > Manage Permission Roles.

Select the role for which you want to grant access to email templates.

In the role permissions, navigate to Recruiting Permissions and check the option for Manage Recruiting Email Templates.

Save the changes to apply the permissions.

Reference:

Explanation of Incorrect Options:

Option A - In Provisioning → Company Settings: Provisioning is used primarily for backend configurations and system setup, but it does not directly control user access permissions to email templates.

Option B - In Admin Center → Manage Recruiting Settings: This area allows configuration of recruiting-related settings but does not control user-specific permissions.

Option C - In Provisioning → Managing Recruiting: Provisioning is not where user access to recruiting email templates is configured.

NEW QUESTION # 41

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

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

Answer: A,B,C

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.

Reference:

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 # 42

What triggers the country-specific overrides on an Application template?

- A. The country of the candidate captured in the Candidate Profile template
- **B. The derived country field in the Job Requisition template**
- C. The country/region field used for candidate search filters in the Job Requisition template
- D. The country of the candidate captured in the Application template

Answer: B

Explanation:

In the Application template, country-specific overrides are triggered based on the derived country field in the Job Requisition template. This field determines the location of the job and thereby activates any corresponding country-specific fields or configuration set in the application template.

* Define Derived Country Field in Job Requisition Template:

* The derived country field is specified in the Job Requisition template, allowing the system to determine which country-specific settings to apply.

* Activate Country-Specific Overrides:

* Once the derived country is identified, any predefined fields or layout adjustments for that country in the Application template are triggered.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Country-Specific Overrides in Application Templates.

Explanation of Incorrect Options:

Option A and Option C: These options refer to fields in the Application and Candidate Profile templates, which do not trigger country overrides for the application itself.

Option D: The candidate search filters do not control overrides in the application template.

NEW QUESTION # 43

Who can edit an existing recruiting group?

- A. The original creator of the requisition template
- B. The original creator of the recruiting group
- **C. All users with appropriate administrative permissions**
- D. All members of the recruiting group

Answer: 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 # 44

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

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

Answer: A,B

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 # 45

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