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SAP C_THR83_2411 Exam Syllabus Topics:

Topic	Details

Topic 1	<ul style="list-style-type: none"> • Application Template: This section of the exam measures skills of Implementation Consultants and covers creating and customizing the application form used by candidates. It includes mapping form fields to data models, configuring required fields, and tailoring the application flow to organizational needs.
Topic 2	<ul style="list-style-type: none"> • Job Requisition Enablement: This section of the exam measures skills of Recruitment Specialists and covers the configuration needed to activate job requisitions. Candidates must show they can define requisition templates, configure approval workflows, and align requisition fields with business requirements.
Topic 3	<ul style="list-style-type: none"> • Setting Up Instance: This section of the exam measures skills of Solution Architects and covers the initial configuration steps required to prepare a SuccessFactors recruiting instance. It includes establishing organizational structures, security settings, and foundational data necessary before enabling recruiting features.
Topic 4	<ul style="list-style-type: none"> • Advanced Job Requisition Settings: This section of the exam measures skills of Recruitment Specialists and covers deeper customization of requisition processes. It includes setting up dynamic field behaviors, conditional approvals, and multi-stage requisition workflows to support complex hiring practices.
Topic 5	<ul style="list-style-type: none"> • Recruiting Posting: This section of the exam measures skills of Recruitment Specialists and covers publishing job requisitions to external job boards and internal career sites. It includes configuring posting settings, managing board credentials, and ensuring accurate job detail propagation.
Topic 6	<ul style="list-style-type: none"> • Managing Clean Core: This section of the exam measures skills of Implementation Consultants and covers strategies for maintaining a standard, unmodified system foundation in SAP SuccessFactors. Candidates must demonstrate understanding of best practices that minimize custom code, ensuring easier upgrades and stable system performance.
Topic 7	<ul style="list-style-type: none"> • Candidate Profile Template: This section of the exam measures skills of Implementation Consultants and covers designing the candidate profile structure. Candidates must demonstrate the ability to configure profile templates that capture necessary candidate information and support downstream recruiting processes.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q78-Q83):

NEW QUESTION # 78

What happens if you set the candidate application attribute sensitive to "true"?

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

Answer: D

NEW QUESTION # 79

Which of the following attributes can be used when defining fields on the Application XML? Note: There are 3 correct answers to this question.

- **A. anonymize**
- **B. public**
- C. visibility
- **D. sensitive**
- E. data-field

Answer: A,B,D

NEW QUESTION # 80

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

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

NEW QUESTION # 81

What must you do to request access to a customer's Provisioning?

- A. Gain customer approval to access their instance.
- B. Assign the customer to your Provisioning ID.
- C. Have access to the customer's signed contract.
- D. Enable Company Settings in Provisioning for the customer.

Answer: A

Explanation:

Access to a customer's Provisioning environment in SAP SuccessFactors requires prior authorization from the customer. Gaining customer approval is mandatory because Provisioning contains critical backend settings that can impact system functionality, configuration, and data security.

* Steps to Gain Access:

* Obtain explicit customer approval through official channels, often documented through emails or formal requests.

* This approval is necessary before logging into the customer's Provisioning instance, and it may also involve compliance with additional access protocols or agreements.

NEW QUESTION # 82

Which of the following are components of the Candidate Profile Template? Note: There are 3 correct answers to this question.

- A. Background elements
- B. Button permissions
- C. sm-mapping configuration
- D. Field attribute overrides
- E. Field definitions

Answer: A,C,D

NEW QUESTION # 83

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