

# C\_THR83\_2505 Free Exam Dumps - Free PDF C\_THR83\_2505 - SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience First-grade Test Tutorials



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## SAP C\_THR83\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 7

- 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.

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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q79-Q84):

#### NEW QUESTION # 79

You have enabled Interview Scheduling.

Where can a candidate manage all of their activities related to an interview?

- A. In the Agency Portal
- **B. In the Career Portal**
- C. In the Candidates tab
- D. In Interview Central

**Answer: B**

Explanation:

When Interview Scheduling is enabled in SAP SuccessFactors, candidates can manage all their interview-related activities through the Career Portal. This includes reviewing interview invitations, confirming interview times, and viewing any related information about the interview process.

Career Portal Access for Candidates:

The Career Portal serves as the primary interface where candidates can view and manage their scheduled interviews and related actions.

Reference:

Explanation of Incorrect Options:

B (Agency Portal): Used by agencies to submit candidates but not for candidates to manage their own interview schedules.

C (Candidates tab) and D (Interview Central) are tools used by recruiters and interviewers, not for candidate self-service.

#### NEW QUESTION # 80

You need to allow candidates to search for jobs in a specific country. What do you need to do?

- A. Configure the derived country field and add it as a filter on the Internal and External Search settings.
- **B. Configure a filter field and add it to the Internal and External Search settings.**
- C. Configure the country field on the application template to allow candidates to search for jobs in their country.
- D. Configure a background element and map it to the Succession Data Model.

**Answer: B**

#### NEW QUESTION # 81

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 # 82

Which of the following are characteristics of standard e-mail notification templates? Note: There are 2 correct answers to this question.

- A. Some templates are shared with other modules.
- B. Standard templates can be deleted in Provisioning.
- C. Some templates are predefined for Recruiting.
- D. All standard templates are enabled by default.

**Answer: A,C**

Explanation:

Standard email templates in SAP SuccessFactors have the following characteristics:

\* Shared with Other Modules (Option B): Some email templates are designed for use across multiple SAP SuccessFactors modules, such as Onboarding or Employee Central, and can be shared to streamline communication workflows.

: SAP SuccessFactors Email Templates Guide - Shared and Multi-Module Templates.

Predefined for Recruiting (Option C): SAP SuccessFactors provides a set of predefined templates tailored specifically for recruiting.

These templates support common recruiting actions, such as interview scheduling and application submission acknowledgments.

Reference: SAP SuccessFactors Recruiting Management Implementation Guide - Standard Email Templates.

Explanation of Incorrect Options:

Option A - Standard templates can be deleted in Provisioning: Standard templates cannot typically be deleted. They can be deactivated but remain in the system.

Option D - All standard templates are enabled by default: Not all templates are enabled by default; administrators must selectively enable and configure templates as needed.

#### NEW QUESTION # 83

How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

- A. Define the permissions in the Role-Based Permissions section in the Admin Center.
- B. Assign a permission to a field for each status (pre-approved approved and closed).
- C. Add the operators for each permission block.
- D. Permission the J role for each field.
- E. Set the permissions to write or read for each field.

**Answer: B,C,E**

Explanation:

In SAP SuccessFactors Recruiting, defining permissions for job requisition fields involves several key steps to ensure that the right users have the necessary read or write access for each field:

\* Assign Permission for Each Status (Option A): Different statuses in the requisition lifecycle (pre- approved, approved, and closed) may require distinct permissions for fields.

\* Add Operators for Each Permission Block (Option B): Define operators (e.g., recruiter, hiring manager) for each permission block, determining who can view or edit fields.

\* Set Write or Read Permissions (Option D): Specify the level of access-either read or write-for each field based on the roles and statuses.

: SAP SuccessFactors Recruiting Management Data Model Guide - Field Permissions and Role Configurations.

Explanation of Incorrect Options:

Option C - Permission the J role: Permissions are assigned by field and operator, not a single role.

Option E - Role-Based Permissions in Admin Center: Job requisition field permissions are typically configured within the Job Requisition Data Model XML, not directly in Role-Based Permissions.

## NEW QUESTION # 84

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