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SAP C_THR83_2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q29-Q34):

NEW QUESTION # 29

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. Available start date
- B. Professional membership
- C. Expected salary
- D. Language skills

Answer: B,D

NEW QUESTION # 30

You need to set up a route map step where the Hiring Manager reviews a job requisition during the creation process. This hiring manager does NOT necessarily need to be the person who creates the form.

What needs to be configured in the first step of the Route Map? Note: There are 2 correct answers to this question.

- A. The Hiring Manager (G) needs to be added to the modify step.
- B. The modify step needs to be configured as a single role type.
- C. The modify step should be configured as an iterative or collaborative step depending on the requirements of the customer.
- D. The Originator role needs to be added to the modify step.

Answer: A,C

Explanation:

To allow the Hiring Manager to review the job requisition during its creation, the Route Map should be configured as follows:

* Add Hiring Manager (G) to Modify Step (Option B):

* This configuration allows the Hiring Manager to review and, if necessary, modify the job requisition without being the form's creator. Assigning the G role to the modify step grants them this permission.

* Configure as Iterative or Collaborative Step (Option D):

* Set the modify step as collaborative if multiple roles need concurrent access to review, or iterative if each reviewer should access the requisition one after another.

: SAP SuccessFactors Recruiting Management Implementation Guide - Setting Up Modify Steps in Route Maps.

Explanation of Incorrect Options:

Option A: The Originator role would apply only if the creator of the requisition must participate in this modify step.

Option C: Configuring a single role type restricts access to one user, limiting flexibility in a review process that might require multiple reviewers.

NEW QUESTION # 31

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

Answer: A,C,E

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 # 32

If a recruiter forwards a candidate's application (using the Forward as Applicant action) which of the following information can be accessed from the candidate's initial application? Note: There are 3 correct answers to this question.

- A. Answers to pre-screening questions
- B. Previous application template name
- C. Previous application score
- D. Previous interview results
- E. Previous background check results

Answer: A,C,D

NEW QUESTION # 33

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

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

Answer: B

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.

: SAP SuccessFactors Recruiting Management Security and Permissions Guide - Recruiting Permissions section.

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 # 34

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