

C_THR83_2505資格取得、C_THR83_2505対策学習



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SAP C_THR83_2505 認定試験の出題範囲：

トピック	出題範囲
トピック 1	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.
トピック 2	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.
トピック 3	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.
トピック 4	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.
トピック 5	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.

- 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 認定 C_THR83_2505 試験問題 (Q11-Q16):

質問 # 11

In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note: There are 2 correct answers to this question.

- A. Families and Roles are implemented and maintained with competencies mapped.
- B. Job Profile Builder must be configured.
- C. The competencies field must be defined in the Job Requisition template.
- D. The Job Description library must be configured for each job family and role.

正解: A、C

質問 # 12

Which templates can be linked to the Offer Details template? Note: There are 2 correct answers to this question.

- A. Candidate Profile template
- B. Candidate Application template
- C. Job Requisition template
- D. Succession template

正解: B、C

解説:

In SAP SuccessFactors Recruiting, the Offer Details template can link to the Job Requisition template and Candidate Application template. This linkage helps populate offer details based on requisition and candidate-specific data.

* Job Requisition Template (Option B):The offer details can draw job-specific information from the requisition template, such as job title and compensation.

* Candidate Application Template (Option C):Data from the candidate's application can also be included, allowing personalized offer content based on the candidate's information.

: SAP SuccessFactors Recruiting Management Implementation Guide - Linking Offer Details with Other Templates.

Explanation of Incorrect Options:

Option A - Candidate Profile template: This template is separate and does not directly link with the Offer Details template.

Option D - Succession template: This is used in SAP SuccessFactors Succession Planning, not Recruiting.

質問 # 13

Where are background elements mapped to synchronize the data between People Profile and the Candidate Profile?

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

正解: C

解説:

Background elements, which allow for the capture of information such as previous employment or education, are mapped within the Candidate Profile template. This mapping supports synchronization between the People Profile and Candidate Profile.

* Steps to Configure:

* In the Candidate Profile template, define the mapping for background elements that should sync with the People Profile.

* This mapping will ensure that relevant candidate information flows between the profiles seamlessly.

: SAP SuccessFactors Recruiting Management and Employee Central Integration Guide - Synchronizing Background Elements.

Explanation of Incorrect Options:

Option A - Job Requisition Template: The requisition template does not handle candidate profile background mappings.

Option B - Succession Data Model: The Succession Data Model is unrelated to Candidate Profile background element mapping.

Option D - Application Template: Background elements are mapped specifically in the Candidate Profile template, not the Application template.

質問 # 14

A user wants to start a Recruiting Posting job posting. What must occur before the posting process can begin? Note: There are 3 correct answers to this question.

- **A. A job board configuration must be validated for the job board.**
- **B. At least one posting profile must be associated to the Recruiting user.**
- **C. The Manage Recruiting Posting permission must be activated.**
- D. The Recruiting user must be assigned to one Recruiting Posting group.
- E. The position must be posted to the external Career Site.

正解: A、B、C

解説:

Before a Recruiting Posting job posting can begin, certain prerequisites must be in place to ensure that the user has the necessary configuration and access:

Posting Profile Association (Option A):

The Recruiting user must have at least one posting profile associated with them. Posting profiles define job board configurations and access rights, linking the user to specific posting options.

Job Board Configuration Validation (Option C):

Each job board used in Recruiting Posting requires proper configuration, including access credentials and other necessary data, to allow successful job posting.

Manage Recruiting Posting Permission (Option E):

The Manage Recruiting Posting permission must be enabled for the user, allowing them to initiate and manage job postings across job boards.

Reference:

Explanation of Incorrect Options:

Option B: Posting to an external career site is not a prerequisite for using Recruiting Posting.

Option D: Assigning a Recruiting Posting group is not a requirement to begin the posting process, although it can be used for organizational purposes.

質問 # 15

When defining feature-permissions in the Job Requisition template which information is required? Note: There are 3 correct answers to this question.

- **A. Feature Type**
- **B. Field ID**
- **C. Applicant Status Name**

- D. Operator Role
- E. Applicant Status Label

正解: A、C、D

質問 # 16

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