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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 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"> 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.
Topic 4	<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.
Topic 5	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q45-Q50):

NEW QUESTION # 45

Interview Scheduling and Outlook integration are enabled.

How are available time slots for an interview created in the system?

- A. Entered by the interviewer into Interview
- B. Populated from the Career Portal of the interviewer
- C. **Scheduling Populated from the Outlook calendar of the interviewer**
- D. Entered by the interviewer into Interview Central

Answer: C

Explanation:

When interview scheduling and Outlook integration are enabled, available time slots are automatically populated from the interviewer's Outlook calendar, allowing the recruiting team to view and select suitable time slots for interviews.

* Steps to Configure:

* Ensure that Outlook integration for interview scheduling is enabled in Admin Center > Manage Recruiting Settings.

* The system will sync with the interviewer's Outlook calendar to display available slots.

: SAP SuccessFactors Recruiting Management Interview Scheduling Guide - Outlook Calendar Integration.

Explanation of Incorrect Options:

Option A - Career Portal: The interviewer's availability is not populated from the career portal.

Option B - Interview Central: This centralizes interview management but does not directly enter time slots.

Option C - Interview: Time slots are not manually entered; they sync with Outlook.

NEW QUESTION # 46

If a customer requires the Requisition Status field to automatically update when the Job Requisition has successfully completed the approval process (route map) which of the following needs to be configured?

- A. The Form Template settings must be configured to auto-populate the picklist field in the Job Requisition.
- B. The default Job Requisition Status when a requisition is created or approved must be configured in Manage Recruiting Settings.**
- C. The due date of the Route Map must be configured in Manage Route Maps to ensure the approval is completed on time.
- D. The picklist value for the Open status must be configured as 99999.

Answer: B

Explanation:

To ensure that the Requisition Status field updates automatically after a job requisition completes the approval process, the default status settings for approved requisitions must be configured in Manage Recruiting Settings.

Steps to Configure:

Go to Admin Center > Manage Recruiting Settings.

Set the default status for requisitions upon creation and approval to ensure the Requisition Status field reflects the correct status automatically after the approval process.

Reference:

Explanation of Incorrect Options:

Option A - Route Map due date: While route maps help manage the approval process, they do not affect the automatic status update of the requisition.

Option C - Picklist value for Open status: Setting a picklist value to 99999 does not control the automated status update.

Option D - Form Template settings: These settings are not responsible for updating requisition status based on approval.

NEW QUESTION # 47

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

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

Answer: B,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 # 48

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

Answer: B,D**NEW QUESTION # 49**

Which of the following standard objects CANNOT be configured in the Job Requisition template?

- A. Location
- B. Position
- C. Division
- D. Type

- E. Offer

Answer: D,E

Explanation:

The Offer object is not configured in the Job Requisition template as it is managed through the Offer Details template, a separate template for managing candidate offers once they reach the offer stage.

Configurable Objects in Job Requisition Template:

Position, Location, Division, and Type are standard objects that can be configured within the Job Requisition template. These fields help define the job's details and organizational structure.

Separate Configuration for Offer:

Offer-related fields and settings are configured in the Offer Details template, not in the Job Requisition template.

NEW QUESTION # 50

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