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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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 4	<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 5	<ul style="list-style-type: none">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.
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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100% Pass Quiz 2026 Newest C-THR83-2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Testdump

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q31-Q36):

NEW QUESTION # 31

When defining the field attribute overrides in the Application XML which of the following attributes determine which override(s) should trigger? Note: There are 2 correct answers to this question.

- A. State/Province of the Job Posting
- B. **Country of the Job**
- C. Country of the candidate
- D. **Applicant type**

Answer: B,D

Explanation:

When defining field attribute overrides in the Application XML, certain attributes determine which overrides will trigger. These include:

Country of the Job (Option B):

The location of the job posting is a common condition for overrides, especially for compliance with country-specific regulations.

Applicant Type (Option D):

Overrides can be based on the applicant type (e.g., internal or external candidate), as different application processes may apply to different applicant types.

Reference:

Explanation of Incorrect Options:

Option A - State/Province of the Job Posting: This level of geographic specificity is not typically used for XML overrides.

Option C - Country of the Candidate: Overrides are generally configured based on job location rather than candidate location.

NEW QUESTION # 32

Which of the following can you use to explore released APIs?

- A. **SAP Business Accelerator Hub**
- B. SAP Application Interface Framework
- C. SAP Integration Suite

Answer: A

Explanation:

To explore released APIs for SAP products, SAP Business Accelerator Hub (formerly known as SAP API Business Hub) is the primary platform. It provides a comprehensive library of APIs, including documentation, testing tools, and usage examples, which are essential for developing integrations with SAP SuccessFactors and other SAP modules.

Steps to Use:

Go to SAP Business Accelerator Hub and search for the relevant API.

Access documentation, and explore API endpoints, data models, and sample responses.

Reference:

Explanation of Incorrect Options:

Option A - SAP Application Interface Framework: This is used for error handling and monitoring, not API exploration.

Option B - SAP Integration Suite: While useful for building integrations, it does not serve as a primary API exploration platform.

NEW QUESTION # 33

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

- A. Permission the J role for each field.
- B. **Assign a permission to a field for each status (pre-approved approved and closed).**

- C. Set the permissions to write or read for each field.
- D. Define the permissions in the Role-Based Permissions section in the Admin Center.
- E. Add the operators for each permission block.

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 # 34

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

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

Answer: B

Explanation:

Setting the candidate application attribute sensitive to "true" marks the field for consideration in data purging routines. This is part of data privacy features where personal data is purged according to data retention and privacy policies.

Functionality and Effects:

When a field is marked sensitive, it is included in data purging processes to remove PII from the system after certain retention periods.

This aligns with data protection regulations by ensuring PII is only retained as necessary.

Reference:

Explanation of Incorrect Options:

Option A - "Access or change this field" will be captured in the Read Audit Log. This is more relevant to audit configuration than to data sensitivity settings.

Option C - The field content is covered by *: Masking the content is separate from marking data as sensitive.

Option D - The field is hidden unless an override is set: Marking a field as sensitive does not automatically hide it; it flags it for data purging.

NEW QUESTION # 35

Which fields have a pull-down or "find value" where the values are configured directly in the Job Requisition field definition?

- A. Bool
- B. Enum
- C. Instruction
- D. Derived

Answer: B

Explanation:

In SAP SuccessFactors Recruiting, fields of type Enum (enumeration) are configured with pre-defined options directly in the Job Requisition template's field definition. These options are displayed as a dropdown or pull-down menu in the requisition form.

* Enum Field Type:

* An Enum field allows users to select from a list of values configured directly in the Job Requisition template, providing a user-friendly interface for data entry.

: SAP SuccessFactors Recruiting Management Implementation Guide - Field Types and Enum Field Configuration in Job Requisition Templates.

Explanation of Incorrect Options:

Instruction: This field type is used for informational text rather than a selectable list.

Derived: Derived fields are calculated based on other data, not a dropdown selection.

Bool: Bool fields are for binary options (true/false), not multiple selectable values.

NEW QUESTION # 36

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