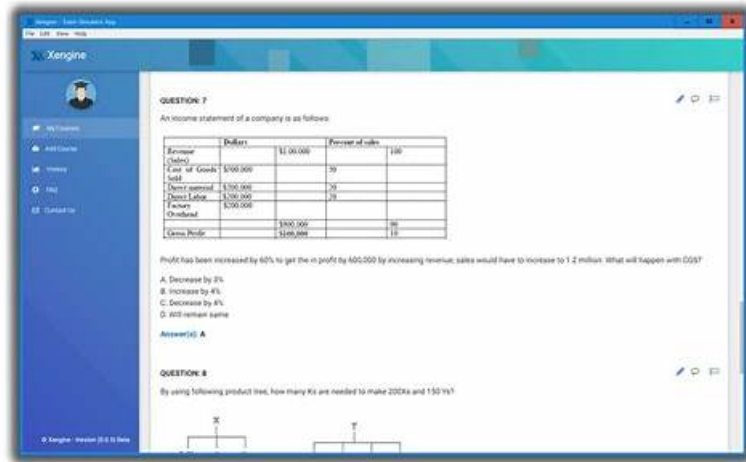


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SAP C-THR83-2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q15-Q20):

NEW QUESTION # 15

Which SMS messages are tracked on the correspondence audit trail within the candidate summary page?

Note: There are 2 correct answers to this question.

- A. SMS responses from the candidate
- B. Requisition-triggered SMS notifications
- C. Status-triggered SMS notifications
- D. Ad-hoc SMS notifications

Answer: C,D

NEW QUESTION # 16

What is the purpose of a job board credit?

- A. To pay a job board to complete a job posting
- B. To pay a customer by job board when a new job is posted to the job board
- C. To pay a customer by Recruiting Posting when a new Posting Profile is created
- D. To pay Recruiting Posting to complete the job posting

Answer: A

Explanation:

A job board credit in SAP SuccessFactors Recruiting Posting is a unit or token used to pay a job board for posting a job. Many job boards operate on a credit system where each job posting requires one or more credits for the job to be posted publicly.

Job Board Credit Usage:

When an organization posts a job to an external job board, Recruiting Posting deducts the required number of credits from the organization's account with that job board. This allows the job board to complete and publish the job posting.

Reference:

Explanation of Incorrect Options:

Options A, B, and D do not accurately describe the purpose of a job board credit, which is specifically used to pay job boards for job postings.

NEW QUESTION # 17

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

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

Answer: A

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.

: SAP SuccessFactors Recruiting Management Data Privacy Guide - Sensitive Data Handling and Data Purge.

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 # 18

Which of the following feature permissions are configured in the Job Requisition data model? Note: There are 2 correct answers to this question.

- A. Mass Offers
- B. Candidate Workbench
- C. Candidate questions
- D. Interview Assessment

Answer: C,D

NEW QUESTION # 19

What is the effect of activating the Profile Before Application feature?

- A. A candidate needs to complete their profile before being able to search for a position.
- B. The registration via LinkedIn on career sites is now available.
- C. A candidate's application can be admitted late to the selection process.
- D. A candidate needs to complete their profile before being able to send an application.

Answer: D

Explanation:

When the Profile Before Application feature is activated in SAP SuccessFactors Recruiting, candidates are required to complete their profile information before submitting a job application. This feature ensures that key candidate details are collected upfront, providing recruiters with a more complete candidate profile from the outset.

Candidate Profile Completion Requirement:

Candidates are prompted to fill out their profile details, such as work experience, education, and personal information, prior to applying for a position. This step must be completed before the application process can continue.

Benefits of Profile Before Application:

Ensures standardized candidate data for all applications.

Saves time by reducing repetitive data entry for candidates applying for multiple positions.

Reference:

Explanation of Incorrect Options:

Option A: Profile completion is required before sending an application, not before searching.

Option C: LinkedIn registration is unrelated to this feature.

Option D: Profile Before Application does not influence the timing of application admission.

NEW QUESTION # 20

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