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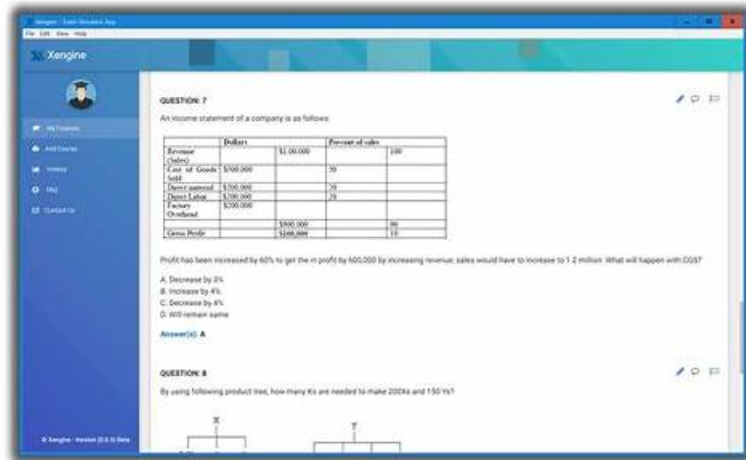
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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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	• 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 7	• 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.

Free PDF Quiz 2026 Latest SAP C-THR83-2505: Latest SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Training

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q60-Q65):

NEW QUESTION # 60
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. The Recruiting user must be assigned to one Recruiting Posting group.
- B. The position must be posted to the external Career Site.
- C. A job board configuration must be validated for the job board.
- D. At least one posting profile must be associated to the Recruiting user.
- E. The Manage Recruiting Posting permission must be activated.

Answer: C,D,E

Explanation:
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.
: SAP SuccessFactors Recruiting Posting Implementation Guide - Prerequisites for Job Posting.
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.

NEW QUESTION # 61
What is the purpose of a job board credit?

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

Answer: D

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.
: SAP SuccessFactors Recruiting Posting User Guide - Understanding Job Board Credits and Payment Models.
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 # 62
Which step is required to connect an Application template to the Job Requisition template?

- A. Map the application template name in the Job Requisition template.
- B. Connect the templates in Form Template Settings.
- C. Configure a new Application template with a new << template-name>.
- D. Map the <application-status-set > in the Job Requisition template.

Answer: A

Explanation:
To connect an Application template to a Job Requisition template, you must map the name of the application template in the Job Requisition template. This configuration ensures that the requisition is correctly associated with the application template, allowing applicants to complete the correct application form.
Define the Application Template Name in the Job Requisition XML:
Open the Job Requisition XML template and locate the section where the application template name is referenced.
Use the application-template-name field to link the correct application template.
Save and Deploy the Configuration:
Ensure the updated XML file is correctly uploaded to the system to activate the connection.

NEW QUESTION # 63
When creating multi-stage application permission blocks which of the following must be defined in the permission? Note: There are 2 correct answers to this question.

- A. Permission type (read or write)
- B. Status label
- C. Applicant type
- D. Operator

Answer: A,D

Explanation:
In multi-stage application settings, each permission block must define certain elements to control access for different stages of the application process:
Operator (Option A):
The operator refers to users involved in the recruiting process, such as hiring managers, recruiters, and approvers. Each permission block must define the operator to specify who has access to the application stage.
Steps:
Go to Admin Center > Manage Recruiting Roles.
Configure each operator's access to the relevant stage.
Reference:
Permission Type (read or write) (Option C):
Each permission block must also specify the type of access-either read or write-allowing you to control who can view or edit application information at a given stage.
Steps:
In the Application Template XML, define the read/write access for each stage and operator.
Explanation of Incorrect Options:
Option B: Applicant type does not need to be specified in each permission block; permissions are applied based on stages and roles.
Option D: Status labels are not required in permission blocks; they are typically used for candidate status tracking.

NEW QUESTION # 64

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

- A. In Provisioning # Managing Recruiting
- B. In Admin Center # Manage Permission Roles
- C. In Admin Center # Manage Recruiting Settings
- 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 # 65

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