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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">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"> 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 4 | <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 5 | <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 6 | <ul style="list-style-type: none"> 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 | <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. |

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Our SAP C-THR83-2505 Practice Exam software is compatible with Windows computers. If you run into any issues while using our SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience (C-THR83-2505) exam simulation software, our 24/7 product support team is here to help you. One of our C-THR83-2505 desktop practice exam software's other feature is that it can be used even without an active internet connection. The Internet is only required for product license validation. This feature allows users to practice without an active internet connection.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q35-Q40):

NEW QUESTION # 35

Why does a user need to wait to use a job board after it has been added from the Job Board Market Place?

Note: There are 2 correct answers to this question.

- A. Recruiting Posting needs to synchronize.**
- B. Posting Profiles need to be associated with a contract.
- C. Recruiting Posting may need to activate the configuration.**
- D. The job board may need to activate the configuration.

Answer: A,C

NEW QUESTION # 36

A customer would like their Recruiters to be able to access different fields on the candidate's application during the different statuses of the Talent Pipeline. Which of the following feature allows this option?

- A. Single-stage applications
- B. Multi-stage applications**
- C. Late-stage applications**
- D. Configure multiple Job Requisition templates

Answer: B,C

Explanation:

Multi-stage applications allow recruiters to access different fields on a candidate's application depending on the application status in the Talent Pipeline. This feature provides flexibility to adjust field visibility or edit permissions as a candidate moves through various stages of the hiring process.

Configure Multi-Stage Application Permissions:

Multi-stage application permissions are set in the Application XML or within the Admin Center, allowing specific fields to become accessible or restricted depending on the current status in the pipeline.

Define Stage-Specific Permissions:

In each stage, configure the fields and access permissions based on roles such as Recruiter, Hiring Manager, etc., allowing tailored visibility throughout the recruitment pipeline.

NEW QUESTION # 37

You want to send a candidate an Ad-hoc e-mail but you CANNOT find the e-mail template you have configured. What could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The e-mail is NOT assigned to the correct e-mail trigger.
- B. The selected language is NOT correct.
- C. The e-mail is NOT linked to the correct e-mail notification template.
- D. The e-mail is NOT enabled.

Answer: B,D

Explanation:

In SAP SuccessFactors Recruiting, there are several possible reasons why an email template may not appear in the Ad-hoc email selection. Here's a detailed breakdown of the causes and solutions as per SuccessFactors Recruiting documentation:

* Selected Language is NOT Correct (Option B): SAP SuccessFactors Recruiting offers multi-language support. When configuring email templates, each template can be defined in multiple languages. If a user selects a language for which the email template is not configured, the template will not be visible in the email selection options.

* Steps to Check:

- * Go to Admin Center > Manage Recruiting Email Templates.
- * Open the desired email template and check if it has content for the language selected by the user.
- * Add the required translations for missing languages if needed.

: SAP SuccessFactors Recruiting Management Implementation Guide - Email Template Configuration section.

Email is NOT Enabled (Option C): For an email template to be accessible, it must be enabled in the system.

If the email template has not been enabled, it will not be available for ad-hoc use.

Steps to Enable:

Navigate to Admin Center > Manage Recruiting Email Templates.

Locate the template in question, open its settings, and verify if it is enabled. If it is not, select the option to enable it.

Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling Email Templates.

Explanation of Incorrect Options:

Option A - The email is NOT linked to the correct email notification template: Email notification templates and ad-hoc email templates function independently in SAP SuccessFactors Recruiting. Notification templates are used for automatic notifications triggered by specific actions, while ad-hoc templates are manually selected by users. This separation means that an ad-hoc email template does not need to be linked to a notification template.

Option D - The email is NOT assigned to the correct email trigger: Triggers are primarily used for system-generated notifications based on events, not for ad-hoc emails. Ad-hoc emails do not require a trigger to be visible to users, so this is not a relevant cause.

NEW QUESTION # 38

In Admin Center where would you configure the e-mail template that is associated with the requisition route map?

- A. Manage Offer Letter Template
- B. Manage Recruiting Settings
- C. Manage Recruiting Groups
- D. E-mail Template Notification Settings

Answer: D

Explanation:

To configure an email template associated with a requisition route map in SAP SuccessFactors Recruiting, administrators must use the E-mail Template Notification Settings. This is where email templates tied to various actions in the recruiting process, including

requisition approval workflows (route maps), are managed and assigned.

Steps to Configure:

Go to Admin Center > E-mail Template Notification Settings.

Within this section, locate the templates associated with requisition events or requisition route maps.

Customize or assign the appropriate email template based on the route map stage or approval action for requisitions.

Reference:

Explanation of Incorrect Options:

Option A - Manage Recruiting Groups: This option is used to define recruiting groups for managing permissions across recruiting users, not for configuring email templates.

Option B - Manage Recruiting Settings: This setting allows configuration of general recruiting preferences but does not manage specific email templates.

Option C - Manage Offer Letter Template: This option is used exclusively for configuring offer letter templates, not requisition-related emails.

NEW QUESTION # 39

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

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

Answer: C,D

NEW QUESTION # 40

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