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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	• 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 4	• 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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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q39-Q44):

NEW QUESTION # 39
In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note:
There are 2 correct answers to this question.

- A. The competencies field must be defined in the Job Requisition template.
- B. Families and Roles are implemented and maintained with competencies mapped.
- C. The Job Description library must be configured for each job family and role.
- D. Job Profile Builder must be configured.

Answer: A,B

NEW QUESTION # 40
When defining feature-permissions in the Job Requisition template which information is required? Note:
There are 3 correct answers to this question.

- A. Operator Role
- B. Applicant Status Name
- C. Feature Type
- D. Applicant Status Label
- E. Field ID

Answer: A,B,C

NEW QUESTION # 41
Where are operator roles used? Note: There are 2 correct answers to this question.

- A. In field-permissions
- B. In requisition Route Maps
- C. In Candidate Application template field-permissions
- 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.
: SAP SuccessFactors Recruiting Management User Guide - Managing and Editing Recruiting Groups.
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 # 42
What token should be used to direct a candidate to an online offer?

- A. [[CANDIDATE_OFFER_URL]]
- B. [[LOGIN_URL]]
- C. [[CAREER_SITE_URL]]
- D. [[APPLICATION_PAGE_URL]]

Answer: A

Explanation:
The [[CANDIDATE_OFFER_URL]] token is used to direct a candidate to view their offer online in SAP SuccessFactors. When included in an email template, this token generates a link that directs the candidate to the online offer letter or offer acceptance page.
* Steps to Use:
* Insert the token [[CANDIDATE_OFFER_URL]] in the offer email template to ensure candidates can directly access their online offer.
: SAP SuccessFactors Recruiting Management Implementation Guide - Tokens for Offer Letters and Offer Emails.
Explanation of Incorrect Options:
Option B - [[LOGIN_URL]]: This token directs to the general login page, not the specific offer.
Option C - [[APPLICATION_PAGE_URL]]: This token is for accessing the application page, not the offer.
Option D - [[CAREER_SITE_URL]]: This token directs to the career site rather than the specific offer.

NEW QUESTION # 43
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. Late-stage applications
- B. Configure multiple Job Requisition templates
- C. Single-stage applications
- D. Multi-stage applications

Answer: A,D

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 # 44
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