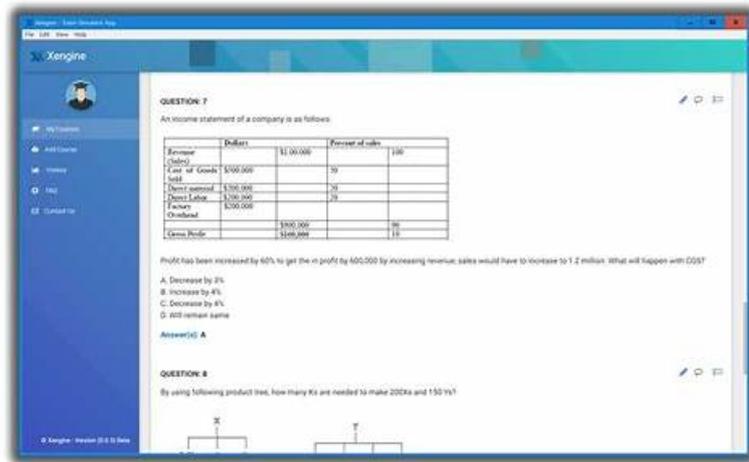


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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q23-Q28):

NEW QUESTION # 23

Who can configure the approval workflow for the offer? Note: There are 2 correct answers to this question.

- A. Operators with permission to launch the Offer Approval in the respective applicant status if the approval workflow is configured as editable
- B. System admins with permission to "Manage Route maps" in the Admin Center
- C. Users with permissions to configure the Offer Details template within Manage Recruiting templates
- D. Users with permissions to Manage Offer Letter Templates in the Admin Center

Answer: A,C

NEW QUESTION # 24

You want to trigger e-mails by candidate status. Where is the trigger configured?

- A. In Recruiting E-mail Triggers
- B. In Edit Applicant Status Configuration
- C. In E-mail Notification Template Settings
- D. In Manage Recruiting E-mail Templates

Answer: B

Explanation:

To trigger emails by candidate status, the appropriate configuration is done in the Edit Applicant Status Configuration section. Here, administrators can define email notifications based on specific candidate status changes.

* Steps to Configure:

* Go to Admin Center > Edit Applicant Status Configuration.

* Select the relevant status and specify the email template to trigger for each status change.

* Save the configuration to ensure that emails are triggered automatically based on status changes.

: SAP SuccessFactors Recruiting Management Configuration Guide - Applicant Status and Email Triggers section.

Explanation of Incorrect Options:

Option B - In E-mail Notification Template Settings: This is for managing general email templates, not configuring status-based triggers.

Option C - In Recruiting E-mail Triggers: This option does not exist as a specific configuration area.

Option D - In Manage Recruiting E-mail Templates: This is used to manage email templates but does not control the triggering mechanism for candidate status changes

NEW QUESTION # 25

How do you make custom fields reportable? Note: There are 2 correct answers to this question.

- A. Add the fields in Provisioning and synchronize the data.
- B. Define the fields as reportable in the template.
- C. Define the public="true" attribute in the template.
- D. Define the fields in the template.

Answer: A,D

NEW QUESTION # 26

Which of the following statements apply to pre-screening questions? Note: There are 2 correct answers to this question.

- A. Pre-screening questions can be designated to only appear internally or externally and can vary by country.
- **B. Pre-screening questions can vary by job requisition.**
- C. Pre-screening questions are added directly to the Application XML.
- **D. Pre-screening questions can be set to be disqualifier questions.**

Answer: B,D

Explanation:

Pre-screening questions offer flexibility to help recruiters screen candidates effectively:

* Vary by Job Requisition (Option A): Pre-screening questions can be tailored for each job requisition, allowing questions to align with specific job requirements.

* Set as Disqualifier Questions (Option B): Questions can be configured as disqualifiers, automatically filtering out candidates who do not meet certain criteria.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring and Managing Pre- screening Questions.

Explanation of Incorrect Options:

Option C - Added directly to Application XML: Pre-screening questions are managed in question libraries or templates, not directly in the Application XML.

Option D - Internal/External or Country-based Display: Pre-screening questions generally do not vary by visibility (internal/external) or country settings.

NEW QUESTION # 27

Where are background elements mapped to synchronize the data between People Profile and the Candidate Profile?

- A. In the Succession Data Model
- **B. In the Candidate Profile template**
- C. In the Job Requisition template
- D. In the Application template

Answer: B

Explanation:

Background elements, which allow for the capture of information such as previous employment or education, are mapped within the Candidate Profile template. This mapping supports synchronization between the People Profile and Candidate Profile.

Steps to Configure:

In the Candidate Profile template, define the mapping for background elements that should sync with the People Profile.

This mapping will ensure that relevant candidate information flows between the profiles seamlessly.

Reference:

Explanation of Incorrect Options:

Option A - Job Requisition Template: The requisition template does not handle candidate profile background mappings.

Option B - Succession Data Model: The Succession Data Model is unrelated to Candidate Profile background element mapping.

Option D - Application Template: Background elements are mapped specifically in the Candidate Profile template, not the Application template.

NEW QUESTION # 28

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