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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 3	<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 4	<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 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">• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q70-Q75):

NEW QUESTION # 70

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. Feature Type
- C. Applicant Status Name
- D. Applicant Status Label
- E. Field ID

Answer: A,B,C

NEW QUESTION # 71

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

- A. Manage Recruiting Groups

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

Answer: C

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.

: SAP SuccessFactors Recruiting Management Implementation Guide - Requisition Route Map and Email Notifications sections.

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 # 72

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

Answer: A,B

NEW QUESTION # 73

After testing the configuration of the Job Requisition and Applicant Status Set you realize the candidate is NOT able to see the pre-screening questions that have been added to the Job Requisition when initially applying to the position.

What could have caused this issue?

- A. The single stage application environment is causing the issue.
- B. The appropriate feature-permission does NOT include the Recruiter role.
- C. The multi-stage application environment is enabled and the field-permission has NOT been included in the Candidate Application template.
- D. The multi-stage application environment is enabled and the appropriate feature-permission has NOT been configured in the Job Requisition template.

Answer: C

NEW QUESTION # 74

Interview Scheduling and Outlook integration are enabled.

How are available time slots for an interview created in the system?

- A. Populated from the Career Portal of the interviewer
- B. Scheduling Populated from the Outlook calendar of the interviewer
- C. Entered by the interviewer into Interview
- D. Entered by the interviewer into Interview Central

Answer: B

Explanation:

When interview scheduling and Outlook integration are enabled, available time slots are automatically populated from the interviewer's Outlook calendar, allowing the recruiting team to view and select suitable time slots for interviews.

Steps to Configure:

Ensure that Outlook integration for interview scheduling is enabled in Admin Center > Manage Recruiting Settings.

The system will sync with the interviewer's Outlook calendar to display available slots.

Reference:

Explanation of Incorrect Options:

Option A - Career Portal: The interviewer's availability is not populated from the career portal.

Option B - Interview Central: This centralizes interview management but does not directly enter time slots.

Option C - Interview: Time slots are not manually entered; they sync with Outlook.

NEW QUESTION # 75

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