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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<ul style="list-style-type: none"> 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 5	<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 6	<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 7	<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 8	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q57-Q62):

NEW QUESTION # 57

What is the purpose of a job board credit?

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

Answer: B

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 # 58

What are the options to implement an offer approval? Note: There are 2 correct answers to this question.

- A. It can be implemented to include a pre-configured workflow approval.
- B. It can be implemented to link the offer to the candidate profile.
- C. It can be implemented to contain offer letter tokens.
- D. It can be implemented to be used on a mobile device.

Answer: A,D

Explanation:

A). It can be implemented to include a pre-configured workflow approval. Offer approval processes often involve multiple stakeholders (HR, hiring manager, etc.). A pre-configured workflow ensures the offer moves through the necessary approval steps

in the correct order.

C). It can be implemented to be used on a mobile device.

Modern HR systems and offer management tools often have mobile functionality. This allows approvers to review and approve offers on the go, speeding up the process.

NEW QUESTION # 59

Which buttons are configured in the Job Requisition template? Note: There are 3 correct answers to this question.

- A. Print Job Requisition
- B. Close Job Requisition
- C. Delete Job Requisition
- D. Link Child Requisition
- E. Reopen Job Requisition

Answer: B,D,E

Explanation:

The Job Requisition template in SAP SuccessFactors allows configuration of various buttons that control actions users can take on job requisitions. Each button provides functionality that can be managed or restricted based on role permissions.

* Reopen Job Requisition (Option A):

* This button allows users to reopen a requisition that was previously closed. Access is configured in the Job Requisition template.

* Link Child Requisition (Option C):

* This button enables users to link a requisition to a related or dependent requisition, often used in cases of large hiring initiatives.

* Close Job Requisition (Option E):

* The Close Job Requisition button is configured to allow the closure of open requisitions, typically by recruiters or administrators based on permissions.

: SAP SuccessFactors Recruiting Management Implementation Guide - Job Requisition Template Button Configuration.

Explanation of Incorrect Options:

Print Job Requisition and Delete Job Requisition are not configurable buttons within the standard Job Requisition template settings.

NEW QUESTION # 60

Which step is required to connect an Application template to the Job Requisition template?

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

Answer: D

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 # 61

What token should be used to direct a candidate to an online offer?

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

Answer: D

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 # 62

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