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It is browser-based; therefore no need to install it, and you can start practicing for the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience (C_THR83_2505) exam by creating the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience (C_THR83_2505) practice test. Our SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience (C_THR83_2505) exam dumps give help to give you an idea about the actual SAP C_THR83_2505 Exam. You can attempt multiple SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience (C_THR83_2505) exam questions on the software to improve your performance.

SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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	• 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	• 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	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q16-Q21):

NEW QUESTION # 16

What is the effect of activating the Profile Before Application feature?

- A. The registration via LinkedIn on career sites is now available.
- B. A candidate's application can be admitted late to the selection process.
- **C. A candidate needs to complete their profile before being able to send an application.**
- D. A candidate needs to complete their profile before being able to search for a position.

Answer: C

Explanation:

When the Profile Before Application feature is activated in SAP SuccessFactors Recruiting, candidates are required to complete their profile information before submitting a job application. This feature ensures that key candidate details are collected upfront, providing recruiters with a more complete candidate profile from the outset.

* Candidate Profile Completion Requirement:

* Candidates are prompted to fill out their profile details, such as work experience, education, and personal information, prior to applying for a position. This step must be completed before the application process can continue.

* Benefits of Profile Before Application:

* Ensures standardized candidate data for all applications.

* Saves time by reducing repetitive data entry for candidates applying for multiple positions.

: SAP SuccessFactors Recruiting Management Implementation Guide - Activating Profile Before Application.

Explanation of Incorrect Options:

Option A: Profile completion is required before sending an application, not before searching.

Option C: LinkedIn registration is unrelated to this feature.

Option D: Profile Before Application does not influence the timing of application admission.

NEW QUESTION # 17

What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- A. The e-mail trigger needs to be enabled in the Job Requisition template.
- B. The J permission needs to be granted in the Candidate Application template.
- **C. An e-mail template needs to be assigned to the e-mail trigger.**
- **D. The e-mail trigger needs to be enabled in the Admin Center.**

Answer: C,D

Explanation:

To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:

Assign an E-mail Template to the E-mail Trigger (Option A):

Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

Steps:

Go to Admin Center > Manage Recruiting E-mail Templates.

Select and configure the email template that matches the trigger you want to activate.

Assign the template to the relevant email trigger.

Reference:

Enable the E-mail Trigger in the Admin Center (Option C):

Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.

Steps:

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

Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.

Explanation of Incorrect Options:

Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.

Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

NEW QUESTION # 18

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. Link Child Requisition
- D. Reopen Job Requisition
- E. Delete Job Requisition

Answer: B,C,D

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 # 19

You have updated a standard field label in the Job Requisition template. However this change was NOT reflected when creating a new job requisition. What must be configured? Note: There are 2 correct answers to this question.

- A. The field label must be updated in Custom Token Settings in Provisioning.
- B. The field label must be updated in the Job Requisition template field definition.
- C. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.
- D. The field label must be updated in the permission section of the Job Requisition template.

Answer: B,C

Explanation:

C). The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center. SuccessFactors has a central place to manage labels for standard fields. This ensures consistency across the system. If you only change the label within the template, it will be overridden by this central setting.

D). The field label must be updated in the Job Requisition template field definition. You do need to update the field label within the

template itself. This tells the template which label to pull from the central settings.

NEW QUESTION # 20

What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- A. The e-mail trigger needs to be enabled in the Job Requisition template.
- B. The J permission needs to be granted in the Candidate Application template.
- C. An e-mail template needs to be assigned to the e-mail trigger.
- D. The e-mail trigger needs to be enabled in the Admin Center.

Answer: C,D

Explanation:

To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:

* Assign an E-mail Template to the E-mail Trigger (Option A): Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

* Steps:

* Go to Admin Center > Manage Recruiting E-mail Templates.

* Select and configure the email template that matches the trigger you want to activate.

* Assign the template to the relevant email trigger.

: SAP SuccessFactors Recruiting Management Implementation Guide - Setting up Email Triggers and Templates.

Enable the E-mail Trigger in the Admin Center (Option C): Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.

Steps:

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

Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.

Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling E-mail Triggers.

Explanation of Incorrect Options:

Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.

Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

NEW QUESTION # 21

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