Exam C-THR83-2411 Reference - C-THR83-2411 Exam Registration

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SAP C-THR83-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	• E-mail Notifications: This section of the exam measures skills of Implementation Consultants and covers configuring automated email alerts throughout the recruiting process. Candidates must demonstrate how to set up notification templates, triggers, and recipient rules to keep stakeholders informed.
Topic 2	• Advanced Job Requisition Settings: This section of the exam measures skills of Recruitment Specialists and covers deeper customization of requisition processes. It includes setting up dynamic field behaviors, conditional approvals, and multi-stage requisition workflows to support complex hiring practices.
Topic 3	• Setting Up Instance: This section of the exam measures skills of Solution Architects and covers the initial configuration steps required to prepare a SuccessFactors recruiting instance. It includes establishing organizational structures, security settings, and foundational data necessary before enabling recruiting features.
Topic 4	• Offer: This section of the exam measures skills of HR Managers and covers the setup and management of offer letter generation and approval. It includes configuring offer templates, defining approval chains, and ensuring legal and compensation details are accurately captured.

Topic 5	• Managing Clean Core: This section of the exam measures skills of Implementation Consultants and covers strategies for maintaining a standard, unmodified system foundation in SAP SuccessFactors. Candidates must demonstrate understanding of best practices that minimize custom code, ensuring easier upgrades and stable system performance.
Topic 6	• Application Template: This section of the exam measures skills of Implementation Consultants and covers creating and customizing the application form used by candidates. It includes mapping form fields to data models, configuring required fields, and tailoring the application flow to organizational needs.
Topic 7	• Candidate Management: This section of the exam measures skills of Recruitment Coordinators and covers the processes for tracking and progressing candidates through the recruitment lifecycle. Candidates need to show proficiency in managing candidate statuses, evaluations, and pipeline reporting.
Topic 8	• Recruiting Posting: This section of the exam measures skills of Recruitment Specialists and covers publishing job requisitions to external job boards and internal career sites. It includes configuring posting settings, managing board credentials, and ensuring accurate job detail propagation.
Topic 9	• Candidate Profile Template: This section of the exam measures skills of Implementation Consultants and covers designing the candidate profile structure. Candidates must demonstrate the ability to configure profile templates that capture necessary candidate information and support downstream recruiting processes.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q38-Q43):

NEW QUESTION # 38
Where are background elements mapped to synchronize the data between People Profile and the Candidate Profile?

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

Answer: A

NEW QUESTION # 39
If a customer requires the Requisition Status field to automatically update when the Job Requisition has successfully completed the approval process (route map) which of the following needs to be configured?

- A. The due date of the Route Map must be configured in Manage Route Maps to ensure the approval is completed on time.
- B. The Form Template settings must be configured to auto-populate the picklist field in the Job Requisition.
- C. The default Job Requisition Status when a requisition is created or approved must be configured in Manage Recruiting Settings.
- D. The picklist value for the Open status must be configured as 99999.

Answer: C

NEW QUESTION # 40
If you want to create and send an offer to your candidate which of the following feature permissions do you enable? Note: There are 2 correct answers to this question.

- A. Offer Approval
- B. Background Check
- C. Offer Letter
- D. Interview Assessment

Answer: A,C

NEW QUESTION # 41
What are the options to implement an offer approval? Note: There are 2 correct answers to this question.

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

Answer: B,C

NEW QUESTION # 42
A Recruiter CANNOT see the status "Phone Screening".
Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The status "Phone Screening" is NOT set as Visible by the Recruiter.
- B. The status "Phone Screening" is set as "hidden" in the Application template.
- C. The status "Phone Screening" is NOT enabled in the Talent Pipeline.
- D. The status "Phone Screening" is NOT enabled in the Job Requisition template.

Answer: B,D

NEW QUESTION # 43
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