

Exam C-THR83-2505 Answers & New C-THR83-2505 Test Vce



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Now many IT professionals agree that SAP certification C-THR83-2505 exam certificate is a stepping stone to the peak of the IT industry. SAP Certification C-THR83-2505 Exam is an exam concerned by lots of IT professionals.

SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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 4	• 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	• 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 6	• 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 7	• 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 (Q67-Q72):

NEW QUESTION # 67

What needs to be enabled for an external candidate to accept an online offer without using an eSignature?

- **A. Enable an e-mail template that has the online offer token directing candidates to the Career Portal.**
- B. Enable candidate privacy in Provisioning.
- C. Enable role-based permissions (RBP) for candidates.
- D. Enable DocuSign integration for eSignatures.

Answer: A

Explanation:

For external candidates to accept an online offer without using an eSignature, an email template containing a token that directs candidates to the Career Portal is required. This token allows candidates to access the online offer acceptance page directly.

* Configure the Email Template with Online Offer Token:

* Go to Admin Center > Manage Recruiting Email Templates.

* Create or edit an email template to include the online offer token, which provides candidates with a link to review and accept their offer on the Career Portal.

* Testing the Online Offer Process:

* Send a test offer to verify that the link directs candidates to the offer acceptance page without requiring an eSignature.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Online Offer Acceptance without eSignature.

Explanation of Incorrect Options:

B (Enable candidate privacy) and D (Enable RBP for candidates) do not directly enable the online offer acceptance without eSignature.

C (Enable DocuSign integration) is relevant for eSignatures but is not necessary if the organization opts not to use eSignatures for online offers.

NEW QUESTION # 68

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

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

Answer: A,D

NEW QUESTION # 69

If a recruiter forwards a candidate's application (using the Forward as Applicant action) which of the following information can be accessed from the candidate's initial application? Note: There are 3 correct answers to this question.

- A. Previous application template name
- B. Previous background check results
- **C. Answers to pre-screening questions**
- **D. Previous interview results**
- **E. Previous application score**

Answer: C,D,E

NEW QUESTION # 70

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

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

Answer: D

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 # 71

When building the sm-mapping between People Profile and Candidate Profile to which data model does the second field-id reference?

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

Answer: A

Explanation:

When setting up sm-mapping between the People Profile and the Candidate Profile, the second field-id in the mapping references the Succession Data Model. The Succession Data Model defines the fields used in the People Profile, and sm-mapping is used to align these fields with those in the Candidate Profile.

* sm-mapping Configuration:

* In the configuration, the first field-id refers to the Candidate Profile template, while the second field-id links to the corresponding field in the Succession Data Model for the People Profile.

* Purpose of sm-mapping:

* This mapping allows data synchronization between the Candidate Profile and People Profile, ensuring consistent data across the system.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring sm-mapping between Candidate Profile and People Profile.

NEW QUESTION # 72

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