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SAP C-THR83-2411 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• Job Requisition Enablement: This section of the exam measures skills of Recruitment Specialists and covers the configuration needed to activate job requisitions. Candidates must show they can define requisition templates, configure approval workflows, and align requisition fields with business requirements.
Topic 3	• 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 4	• 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 5	• 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 6	• 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 7	• 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.
Topic 8	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q55-Q60):

NEW QUESTION # 55
Which actions are available from Manage Jobs after a job is posted with Recruiting Posting? Note: There are 2 correct answers to this question.

- A. Remove a contract with a posting job board.
- B. Post the job to additional job boards.
- C. Repost the job automatically after the expiration date.
- D. Remove the posting from all posting job boards.

Answer: B,D

Explanation:
Once a job is posted using Recruiting Posting, administrators have several actions available in the Manage Jobs section to further manage the job posting.
* Remove the Posting from All Job Boards (Option A):
* This action allows users to remove the job posting from all job boards where it was posted through Recruiting Posting. This feature is useful if a position needs to be closed or withdrawn before the posting expires.
* Post the Job to Additional Job Boards (Option B):
* After the initial posting, users can choose to post the job to additional job boards directly from the Manage Jobs interface, broadening the reach of the job posting as needed.

NEW QUESTION # 56

Which SMS messages are tracked on the correspondence audit trail within the candidate summary page? Note: There are 2 correct answers to this question.

- A. Requisition-triggered SMS notifications
- B. SMS responses from the candidate
- C. Ad-hoc SMS notifications
- D. Status-triggered SMS notifications

Answer: C,D

NEW QUESTION # 57

Which actions are available from Manage Jobs after a job is posted with Recruiting Posting? Note: There are 2 correct answers to this question.

- A. Remove a contract with a posting job board.
- B. Post the job to additional job boards.
- C. Repost the job automatically after the expiration date.
- D. Remove the posting from all posting job boards.

Answer: B,D

Explanation:
Once a job is posted using Recruiting Posting, administrators have several actions available in theManage Jobssection to further manage the job posting.
* Remove the Posting from All Job Boards (Option A):
* This action allows users to remove the job posting from all job boards where it was posted through Recruiting Posting. This feature is useful if a position needs to be closed or withdrawn before the posting expires.
* Post the Job to Additional Job Boards (Option B):
* After the initial posting, users can choose to post the job to additional job boards directly from the Manage Jobs interface, broadening the reach of the job posting as needed.

NEW QUESTION # 58

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

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

Answer: A,B,C

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.

NEW QUESTION # 59

What must you do to request access to a customer's Provisioning?

- A. Assign the customer to your Provisioning ID.
- B. Gain customer approval to access their instance.
- C. Have access to the customer's signed contract.
- D. Enable Company Settings in Provisioning for the customer.

Answer: B

Explanation:
Access to a customer's Provisioning environment in SAP SuccessFactors requires prior authorization from the customer. Gaining customer approval is mandatory because Provisioning contains critical backend settings that can impact system functionality, configuration, and data security.
* Steps to Gain Access:
* Obtain explicit customer approval through official channels, often documented through emails or formal requests.
* This approval is necessary before logging into the customer's Provisioning instance, and it may also involve compliance with additional access protocols or agreements.

NEW QUESTION # 60

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