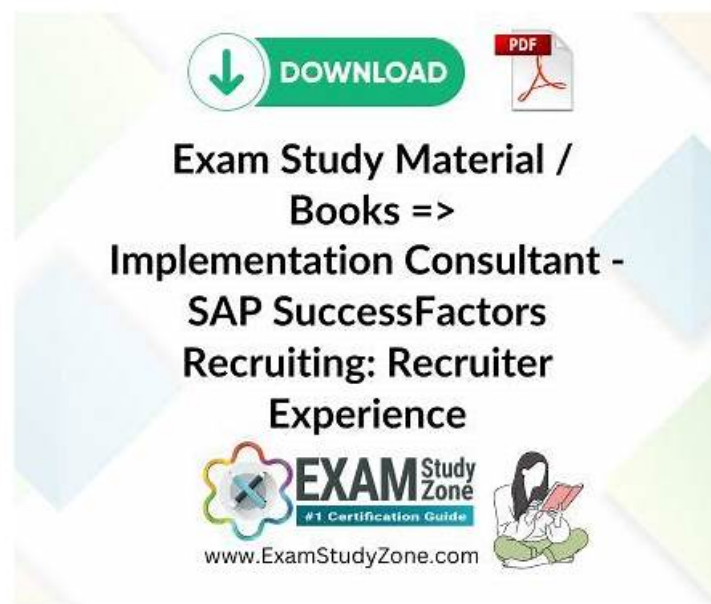


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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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 7	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q49-Q54):

NEW QUESTION # 49

Why does a user need to wait to use a job board after it has been added from the Job Board Market Place?

Note: There are 2 correct answers to this question.

- **A. Recruiting Posting may need to activate the configuration.**
- B. The job board may need to activate the configuration.
- **C. Recruiting Posting needs to synchronize.**
- D. Posting Profiles need to be associated with a contract.

Answer: A,C

NEW QUESTION # 50

How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

- A. Define the permissions in the Role-Based Permissions section in the Admin Center.
- **B. Add the operators for each permission block.**
- **C. Assign a permission to a field for each status (pre-approved approved and closed).**
- D. Permission the J role for each field.
- **E. Set the permissions to write or read for each field.**

Answer: B,C,E

Explanation:

In SAP SuccessFactors Recruiting, defining permissions for job requisition fields involves several key steps to ensure that the right users have the necessary read or write access for each field:

Assign Permission for Each Status (Option A):

Different statuses in the requisition lifecycle (pre-approved, approved, and closed) may require distinct permissions for fields.

Add Operators for Each Permission Block (Option B):

Define operators (e.g., recruiter, hiring manager) for each permission block, determining who can view or edit fields.

Set Write or Read Permissions (Option D):

Specify the level of access-either read or write-for each field based on the roles and statuses.

Reference:

Explanation of Incorrect Options:

Option C - Permission the J role: Permissions are assigned by field and operator, not a single role.

Option E - Role-Based Permissions in Admin Center: Job requisition field permissions are typically configured within the Job Requisition Data Model XML, not directly in Role-Based Permissions.

NEW QUESTION # 51

How can cascading pre-screening questions be added into a customer's instance?

- A. Directly in the Application XML
- B. Recruiting users can create cascading questions manually in their Preferences tab
- C. Through the pre-screening questions import CSV file
- D. Manually in the questions library

Answer: C

Explanation:

Cascading pre-screening questions, which are questions that adapt based on previous responses, can be added to a customer's SAP SuccessFactors instance through the pre-screening questions import CSV file. This allows administrators to manage complex question setups that dynamically change based on candidate input.

* Steps to Configure:

* Prepare a CSV file containing the cascading questions and the conditions for each question.

* Go to Admin Center > Import Pre-Screening Questions and upload the CSV file.

: SAP SuccessFactors Recruiting Management Implementation Guide - Importing Pre-Screening Questions.

Explanation of Incorrect Options:

Option A - Application XML: Pre-screening questions are not directly added to the Application XML.

Option C - Preferences Tab: Recruiting users cannot create cascading questions manually in their preferences.

Option D - Manually in the Questions Library: Cascading functionality is set up via CSV import, not manually in the question library.

NEW QUESTION # 52

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. Operators with permission to launch the Offer Approval in the respective applicant status if the approval workflow is configured as editable
- D. Users with permissions to Manage Offer Letter Templates in the Admin Center

Answer: A,C

NEW QUESTION # 53

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

- A. Close Job Requisition
- B. Link Child 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

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