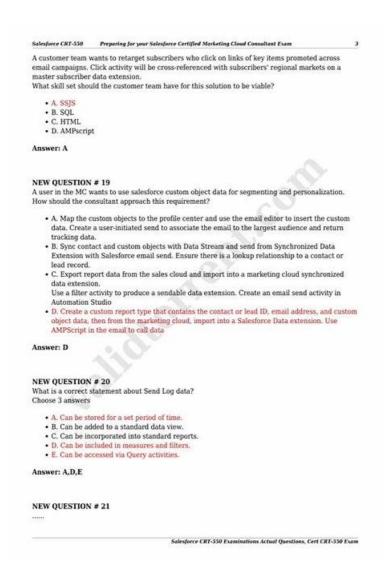
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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 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	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	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 5	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.
Topic 6	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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q26-Q31):

NEW QUESTION #26

Which of the following are characteristics of standard e-mail notification templates? Note: There are 2 correct answers to this question.

- A. Standard templates can be deleted in Provisioning.
- B. Some templates are shared with other modules.
- C. All standard templates are enabled by default.
- D. Some templates are predefined for Recruiting.

Answer: B,D

Explanation:

Standard email templates in SAP SuccessFactors have the following characteristics:

- * Shared with Other Modules (Option B):Some email templates are designed for use across multiple SAP SuccessFactors modules, such as Onboarding or Employee Central, and can be shared to streamline communication workflows.
- : SAP SuccessFactors Email Templates Guide Shared and Multi-Module Templates.

Predefined for Recruiting (Option C):SAP SuccessFactors provides a set of predefined templates tailored specifically for recruiting. These templates support common recruiting actions, such as interview scheduling and application submission acknowledgments. Reference: SAP SuccessFactors Recruiting Management Implementation Guide - Standard Email Templates.

Explanation of Incorrect Options:

Option A - Standard templates can be deleted in Provisioning: Standard templates cannot typically be deleted. They can be deactivated but remain in the system.

Option D - All standard templates are enabled by default: Not all templates are enabled by default; administrators must selectively enable and configure templates as needed.

NEW QUESTION #27

How many Application templates can be connected to one Job Requisition template?

- A. 0
- B. 1
- C. 2
- D. 3

Answer: A

Explanation:

Each Job Requisition template in SAP SuccessFactors Recruiting can be associated with only one Application template. This one-to-one relationship allows for consistent data management and ensures that all candidates applying to a particular requisition follow the same application form structure.

- * Configure Job Requisition to Application Template Mapping:
- * As stated, only a single application template name can be referenced per job requisition template.
- : SAP SuccessFactors Recruiting Management Configuration Guide Job Requisition and Application Template Structure.

NEW QUESTION #28

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

Answer: A,B

Explanation:

If a recruiter cannot see the "Phone Screening" status, it could be due to the following reasons:

- * Status Not Enabled in the Talent Pipeline (Option A): The Talent Pipeline is configured to control the visibility and sequence of application statuses. If "Phone Screening" is not enabled in the Talent Pipeline, it will not appear in the recruiting workflow.
- * Status Not Visible to the Recruiter (Option D): Visibility settings control who can view each status. If

"Phone Screening" is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.

- * Steps to Check:
- * Go to Admin Center > Edit Applicant Status Configuration and ensure that "Phone Screening" is enabled in the pipeline and set as visible to the recruiter role.
- : SAP SuccessFactors Recruiting Management Implementation Guide Configuring Talent Pipeline and Status Visibility. Explanation of Incorrect Options:

Option B - Status in Job Requisition Template: Status visibility is configured in the Talent Pipeline, not the Job Requisition template. Option C - Hidden in Application Template: Statuses are not managed within the Application template; they are controlled in the Talent Pipeline.

NEW QUESTION #29

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. RFC
- B. OData
- C. SOAP
- D. IDoc

Answer: B,C

Explanation:

SAP recommends OData and SOAP APIs for clean core integrations, as they are modern, standardized, and compatible with SAP's cloud-based solutions. These APIs help maintain a clean core by allowing data integrations without custom modifications to

the core system.

- * SOAP (Option C):SOAP is commonly used for integrations with SAP's enterprise applications, supporting reliable messaging and security features.
- * OData (Option D):OData APIs are lightweight and RESTful, making them ideal for web and cloud integrations, particularly for SuccessFactors.
- : SAP API Management Guide Recommended API Types for Integration.

Explanation of Incorrect Options:

Option A - IDoc: IDocs are used for traditional SAP ERP integrations but are not recommended for maintaining a clean core in cloud environments.

Option B - RFC: RFCs are legacy interfaces and not recommended for cloud-based or clean core strategies.

NEW QUESTION #30

You need to allow candidates to search for jobs in a specific country. What do you need to do?

- A. Configure a filter field and add it to the Internal and External Search settings.
- B. Configure the country field on the application template to allow candidates to search for jobs in their country.
- C. Configure the derived country field and add it as a filter on the Internal and External Search settings.
- D. Configure a background element and map it to the Succession Data Model.

Answer: A

NEW QUESTION #31

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