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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	• 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 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	• 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	• 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 (Q75-Q80):

NEW QUESTION # 75
How many Candidate Profile Templates can you configure in an instance?

- A. One for internal candidates and one for each external career site
- B. One for each Job Requisition template
- C. One for internal candidates and one for external candidates
- D. One for all candidates

Answer: C

Explanation:
In SAP SuccessFactors, only two Candidate Profile Templates can be configured per instance: one template for internal candidates and one for external candidates. This setup ensures that both internal and external candidates have tailored profiles with relevant fields based on their unique needs.
Configuration Details:
Internal and external candidate profiles are configured separately to cater to different recruiting processes and visibility requirements. This configuration is done through the Candidate Profile Template XML in Provisioning or Admin Center.
Reference:
Explanation of Incorrect Options:
Option A - One for all candidates: SAP SuccessFactors supports separate profiles for internal and external candidates.
Option B - One for each Job Requisition template: The candidate profile template is not tied to individual requisition templates.
Option D - One for each external career site: Only a single external candidate profile template is allowed for all external sites.

NEW QUESTION # 76
What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish release management.
- B. Define roles and responsibilities as part of a process transformation office.
- C. Establish an organizational structure technical foundation and transformation methodology for clean core.
- D. Integrate clean core practices in the end-to-end value process chain.
- E. Establish regular housekeeping tasks and procedures.

Answer: A,D,E

Explanation:
SAP recommends several guiding principles to maintain a clean core in SAP environments, minimizing customizations that can complicate future upgrades and maintenance:
Establish Regular Housekeeping Tasks (Option A):
Routine housekeeping ensures the system is free of obsolete data and configurations, improving performance and simplifying management.
Establish Release Management (Option B):
An organized release management strategy is crucial to streamline updates, maintain clean configurations, and prevent conflicting customizations.
Integrate Clean Core Practices in the End-to-End Value Process Chain (Option D):
Embedding clean core principles across all business processes helps maintain consistency, standardize operations, and ensure the long-term maintainability of the system.

Reference:
Explanation of Incorrect Options:
Option C - Define roles and responsibilities: While important, this is not a specific guiding principle for a clean core.
Option E - Establish organizational structure for clean core: This focuses more on team structure than on core system practices.

NEW QUESTION # 77

Which of the following attributes can be used when defining fields on the Application XML? Note: There are 3 correct answers to this question.

- A. sensitive
- B. anonymize
- C. visibility
- D. data-field
- E. public

Answer: A,B,E

NEW QUESTION # 78

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

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

Answer: C

NEW QUESTION # 79

Who can edit an existing recruiting group?

- A. All members of the recruiting group
- B. The original creator of the requisition template
- C. All users with appropriate administrative permissions
- D. The original creator of the recruiting group

Answer: C

Explanation:
In SAP SuccessFactors, recruiting groups are managed by users who hold the necessary administrative permissions. This ensures that individuals with relevant access can modify recruiting groups, which control user permissions for recruiting actions and processes.
Administrative Permissions Requirement:
Users with administrative permissions can access and edit existing recruiting groups, making adjustments to membership or permissions as necessary for recruiting functions.
Reference:
Explanation of Incorrect Options:
Option A (Original creator): Recruiting groups are not restricted to the original creator for editing.
Option C and D: The requisition template creator and group members do not automatically have editing rights without administrative permissions.

NEW QUESTION # 80

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