

# Authoritative C\_THR83\_2505 Mock Exams Covers the Entire Syllabus of C\_THR83\_2505



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## SAP C\_THR83\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>Offer: This section of the exam measures the skills of SAP Consultants in configuring offer templates and the offer approval process. It includes the setup required to ensure seamless offer creation, routing, and document generation.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>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.</li> </ul>

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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q47-Q52):**

### **NEW QUESTION # 47**

You have updated a standard field label in the Job Requisition template. However this change was NOT reflected when creating a new job requisition. What must be configured? Note: There are 2 correct answers to this question.

- A. The field label must be updated in the Job Requisition template field definition.
- B. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.
- C. The field label must be updated in the permission section of the Job Requisition template.
- D. The field label must be updated in Custom Token Settings in Provisioning.**

**Answer: D**

### **NEW QUESTION # 48**

A user wants to start a Recruiting Posting job posting. What must occur before the posting process can begin? Note: There are 3 correct answers to this question.

- A. A job board configuration must be validated for the job board.**
- B. The Recruiting user must be assigned to one Recruiting Posting group.
- C. At least one posting profile must be associated to the Recruiting user.**
- D. The Manage Recruiting Posting permission must be activated.**
- E. The position must be posted to the external Career Site.

**Answer: A,C,D**

Explanation:

Before a Recruiting Posting job posting can begin, certain prerequisites must be in place to ensure that the user has the necessary

configuration and access:

\* Posting Profile Association (Option A):

\* The Recruiting user must have at least one posting profile associated with them. Posting profiles define job board configurations and access rights, linking the user to specific posting options.

\* Job Board Configuration Validation (Option C):

\* Each job board used in Recruiting Posting requires proper configuration, including access credentials and other necessary data, to allow successful job posting.

\* Manage Recruiting Posting Permission (Option E):

\* The Manage Recruiting Posting permission must be enabled for the user, allowing them to initiate and manage job postings across job boards.

: SAP SuccessFactors Recruiting Posting Implementation Guide - Prerequisites for Job Posting.

Explanation of Incorrect Options:

Option B: Posting to an external career site is not a prerequisite for using Recruiting Posting.

Option D: Assigning a Recruiting Posting group is not a requirement to begin the posting process, although it can be used for organizational purposes.

## NEW QUESTION # 49

What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- A. The J permission needs to be granted in the Candidate Application template.
- B. The e-mail trigger needs to be enabled in the Job Requisition template.
- C. The e-mail trigger needs to be enabled in the Admin Center.
- D. An e-mail template needs to be assigned to the e-mail trigger.

Answer: C,D

Explanation:

To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:

Assign an E-mail Template to the E-mail Trigger (Option A):

Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

Steps:

Go to Admin Center > Manage Recruiting E-mail Templates.

Select and configure the email template that matches the trigger you want to activate.

Assign the template to the relevant email trigger.

Reference:

Enable the E-mail Trigger in the Admin Center (Option C):

Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.

Steps:

Go to Admin Center > E-mail Notification Template Settings.

Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.

Explanation of Incorrect Options:

Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.

Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

## NEW QUESTION # 50

What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- A. The J permission needs to be granted in the Candidate Application template.
- B. The e-mail trigger needs to be enabled in the Job Requisition template.
- C. The e-mail trigger needs to be enabled in the Admin Center.
- D. An e-mail template needs to be assigned to the e-mail trigger.

Answer: C,D

Explanation:

To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:

\* Assign an E-mail Template to the E-mail Trigger (Option A): Email triggers rely on specific email templates that determine the

content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

\* Steps:

- \* Go to Admin Center > Manage Recruiting E-mail Templates.
- \* Select and configure the email template that matches the trigger you want to activate.
- \* Assign the template to the relevant email trigger.

: SAP SuccessFactors Recruiting Management Implementation Guide - Setting up Email Triggers and Templates.

Enable the E-mail Trigger in the Admin Center (Option C): Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.

Steps:

Go to Admin Center > E-mail Notification Template Settings.

Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.

Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling E-mail Triggers.

Explanation of Incorrect Options:

Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.

Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

## NEW QUESTION # 51

You want to trigger e-mails by candidate status. Where is the trigger configured?

- A. In Edit Applicant Status Configuration
- B. In Manage Recruiting E-mail Templates
- C. In Recruiting E-mail Triggers
- D. In E-mail Notification Template Settings

**Answer: A**

Explanation:

To trigger emails by candidate status, the appropriate configuration is done in the Edit Applicant Status Configuration section. Here, administrators can define email notifications based on specific candidate status changes.

Steps to Configure:

Go to Admin Center > Edit Applicant Status Configuration.

Select the relevant status and specify the email template to trigger for each status change.

Save the configuration to ensure that emails are triggered automatically based on status changes.

Reference:

Explanation of Incorrect Options:

Option B - In E-mail Notification Template Settings: This is for managing general email templates, not configuring status-based triggers.

Option C - In Recruiting E-mail Triggers: This option does not exist as a specific configuration area.

Option D - In Manage Recruiting E-mail Templates: This is used to manage email templates but does not control the triggering mechanism for candidate status changes

## NEW QUESTION # 52

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