

C-THR83-2505 Clearer Explanation, C-THR83-2505 Updated CBT



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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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.
Topic 2	<ul style="list-style-type: none">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 3	<ul style="list-style-type: none"> • 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 4	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q24-Q29):

NEW QUESTION # 24

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

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

Answer: C

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 # 25

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. An e-mail template needs to be assigned to the e-mail trigger.**
- C. The e-mail trigger needs to be enabled in the Job Requisition template.
- **D. The e-mail trigger needs to be enabled in the Admin Center.**

Answer: B,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 # 26

What is the purpose of the interviewGuide field on the Job Requisition template?

Solution:

The correct answer is **D. To upload standard operating procedures for conducting an interview.**

On SAP's Learning site under *Configuring Interviews*, it specifies that the **interviewGuide** field must be added above the Comments section in the Job Requisition Data Model template and will enable users to upload interview guidelines or procedures into Interview Central.

Reference : <https://learning.sap.com/>

- A. To allow the hiring manager to send a message to the interviewers
- B. To provide candidates with logistics information for an interview
- C. To allow interviewers to invite a candidate to join Interview Central in order to conduct an interview
- **D. To upload standard operating procedures for conducting an interview**
- E. Offer

Answer: D

NEW QUESTION # 27

Where are operator roles used? Note: There are 2 correct answers to this question.

- **A. In requisition Route Maps**
- B. In field-permissions
- **C. In Candidate Application template field-permissions**
- D. In Job Requisition template mobile-fields

Answer: A,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.

: SAP SuccessFactors Recruiting Management User Guide - Managing and Editing Recruiting Groups.

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 # 28

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

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

- E. Delete Job Requisition

Answer: A,B,D

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.

: SAP SuccessFactors Recruiting Management Implementation Guide - Job Requisition Template Button Configuration.

Explanation of Incorrect Options:

Print Job Requisition and Delete Job Requisition are not configurable buttons within the standard Job Requisition template settings.

NEW QUESTION # 29

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