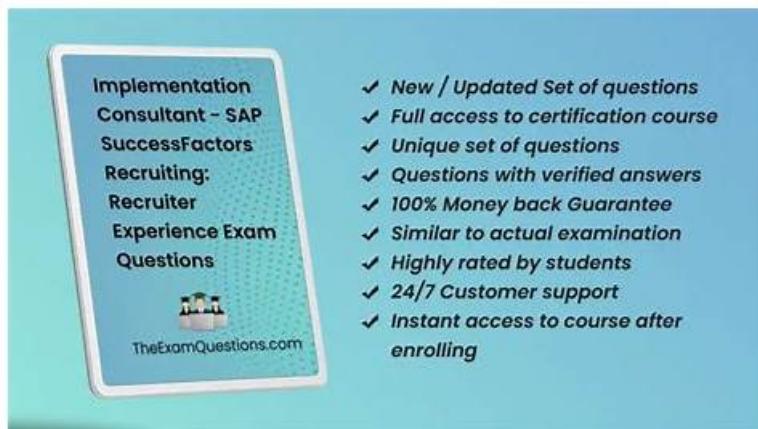


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SAP C-THR83-2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q74-Q79):

NEW QUESTION # 74

Where are background elements mapped to synchronize the data between People Profile and the Candidate Profile?

- A. In the Application template
- B. In the Job Requisition template
- **C. In the Candidate Profile template**
- D. In the Succession Data Model

Answer: C

Explanation:

Background elements, which allow for the capture of information such as previous employment or education, are mapped within the Candidate Profile template. This mapping supports synchronization between the People Profile and Candidate Profile.

Steps to Configure:

In the Candidate Profile template, define the mapping for background elements that should sync with the People Profile.

This mapping will ensure that relevant candidate information flows between the profiles seamlessly.

Reference:

Explanation of Incorrect Options:

Option A - Job Requisition Template: The requisition template does not handle candidate profile background mappings.

Option B - Succession Data Model: The Succession Data Model is unrelated to Candidate Profile background element mapping.

Option D - Application Template: Background elements are mapped specifically in the Candidate Profile template, not the Application template.

NEW QUESTION # 75

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

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

Answer: A,B,D

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 # 76

Which of the following statements apply to pre-screening questions? Note: There are 2 correct answers to this question.

- A. Pre-screening questions can be designated to only appear internally or externally and can vary by country.
- B. Pre-screening questions are added directly to the Application XML.
- **C. Pre-screening questions can vary by job requisition.**
- **D. Pre-screening questions can be set to be disqualifier questions.**

Answer: C,D

Explanation:

Pre-screening questions offer flexibility to help recruiters screen candidates effectively.

Vary by Job Requisition (Option A):

Pre-screening questions can be tailored for each job requisition, allowing questions to align with specific job requirements.

Set as Disqualifier Questions (Option B):

Questions can be configured as disqualifiers, automatically filtering out candidates who do not meet certain criteria.

Reference:

Explanation of Incorrect Options:

Option C - Added directly to Application XML: Pre-screening questions are managed in question libraries or templates, not directly in the Application XML.

Option D - Internal/External or Country-based Display: Pre-screening questions generally do not vary by visibility (internal/external) or country settings.

NEW QUESTION # 77

In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note:

There are 2 correct answers to this question.

- **A. Families and Roles are implemented and maintained with competencies mapped.**
- B. Job Profile Builder must be configured.
- **C. The competencies field must be defined in the Job Requisition template.**
- D. The Job Description library must be configured for each job family and role.

Answer: A,C

NEW QUESTION # 78

If you want to create and send an offer to your candidate which of the following feature permissions do you enable? Note: There are 2 correct answers to this question.

- **A. Offer Approval**
- **B. Offer Letter**
- C. Interview Assessment
- D. Background Check

Answer: A,B

Explanation:

To create and send an offer to a candidate in SAP SuccessFactors Recruiting, the permissions for Offer Approval and Offer Letter must be enabled. These permissions allow the recruiter to initiate the offer process, complete any required approvals, and generate the offer letter for the candidate.

* Offer Approval (Option A): This permission enables the process of approving the offer, ensuring all necessary approvals are in place before the offer is sent to the candidate.

* Offer Letter (Option C): This permission allows the recruiter to create and generate the offer letter document, which is then sent to the candidate.

* Steps to Configure:

* Go to Admin Center > Manage Permission Roles.

* Assign the Offer Approval and Offer Letter permissions to the appropriate user roles.

: SAP SuccessFactors Recruiting Management Implementation Guide - Offer Approval and Offer Letter Permissions.

Explanation of Incorrect Options:

Option B - Background Check: Background checks are related to candidate vetting, not the offer creation or approval process.

Option D - Interview Assessment: Interview assessment permissions are used for evaluating candidates, not for creating or sending offers.

NEW QUESTION # 79

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