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SAP C-THR83-2505 Exam Syllabus Topics:

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

| | |
|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic 4 | <ul style="list-style-type: none"> 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 5 | <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 6 | <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 7 | <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 8 | <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. |

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q66-Q71):

NEW QUESTION # 66

Where can you update current pre-screening questions or assign pre-screening questions to a requisition? Note: There are 2 correct answers to this question.

- A. Job Requisition
- B. Candidate Profile
- C. Candidate Summary
- D. Import question Library

Answer: A,D

Explanation:

Pre-screening questions for candidates can be updated and assigned to a job requisition using the following options:

Job Requisition (Option C):

Pre-screening questions can be assigned directly to a job requisition, allowing candidates to answer these questions during the application process.

Import Question Library (Option D):

Questions can be managed through the Import Question Library, enabling administrators to add or modify pre-screening questions and then assign them to job requisitions as needed.

Reference:

Explanation of Incorrect Options:

Option A - Candidate Summary: This area provides a summary of candidate information and is not used for configuring pre-

screening questions.

Option B - Candidate Profile: This holds information about the candidate but does not manage pre-screening questions for requisitions.

NEW QUESTION # 67

What is the Anonymize Attribute intended for?

- A. To hide personal identifiable information
- B. To trigger the country override in the application
- C. To display candidate facing fields in the application
- **D. To mark data as sensitive for read and change logging audits**

Answer: D

NEW QUESTION # 68

Which fields have a pull-down or "find value" where the values are configured directly in the Job Requisition field definition?

- A. Derived
- B. Instruction
- **C. Enum**
- D. Bool

Answer: C

Explanation:

In SAP SuccessFactors Recruiting, fields of type Enum (enumeration) are configured with pre-defined options directly in the Job Requisition template's field definition. These options are displayed as a dropdown or pull-down menu in the requisition form.

* Enum Field Type:

* An Enum field allows users to select from a list of values configured directly in the Job Requisition template, providing a user-friendly interface for data entry.

: SAP SuccessFactors Recruiting Management Implementation Guide - Field Types and Enum Field Configuration in Job Requisition Templates.

Explanation of Incorrect Options:

Instruction: This field type is used for informational text rather than a selectable list.

Derived: Derived fields are calculated based on other data, not a dropdown selection.

Bool: Bool fields are for binary options (true/false), not multiple selectable values.

NEW QUESTION # 69

Interview Scheduling and Outlook integration are enabled.

How are available time slots for an interview created in the system?

- A. Entered by the interviewer into Interview Central
- B. Populated from the Career Portal of the interviewer
- C. Entered by the interviewer into Interview
- **D. Scheduling Populated from the Outlook calendar of the interviewer**

Answer: D

Explanation:

When interview scheduling and Outlook integration are enabled, available time slots are automatically populated from the interviewer's Outlook calendar, allowing the recruiting team to view and select suitable time slots for interviews.

Steps to Configure:

Ensure that Outlook integration for interview scheduling is enabled in Admin Center > Manage Recruiting Settings.

The system will sync with the interviewer's Outlook calendar to display available slots.

Reference:

Explanation of Incorrect Options:

Option A - Career Portal: The interviewer's availability is not populated from the career portal.

Option B - Interview Central: This centralizes interview management but does not directly enter time slots.

Option C - Interview: Time slots are not manually entered; they sync with Outlook.

NEW QUESTION # 70

Where can you find a list of all job boards available through Recruiting Posting? Note: There are 2 correct answers to this question.

- A. Job Board catalogue on SAP Jams and Communities
- B. Job Board Market Place
- C. My job boards
- D. My school job boards

Answer: A,B

Explanation:

The list of available job boards for Recruiting Posting can be found in two primary locations:

* Job Board Market Place (Option C): This feature within Recruiting Posting allows users to view, select, and manage job boards available for posting.

* Job Board Catalogue on SAP Jams and Communities (Option D): SAP Jams and Communities provide a comprehensive catalogue of job boards available through Recruiting Posting, along with detailed descriptions.

: SAP SuccessFactors Recruiting Posting Documentation - Accessing Job Boards.

Explanation of Incorrect Options:

Option A - My school job boards: This is not a standard feature for accessing all job boards.

Option B - My job boards: This refers to job boards specifically selected by the user, not the full catalogue.

NEW QUESTION # 71

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