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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 3	<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 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"> • 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 6	<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.
Topic 7	<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 8	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q12-Q17):

NEW QUESTION # 12

How are an interviewer's ratings of an applicant displayed to a recruiter? Note: There are 2 correct answers to this question.

- A. As an average rating for each competency
- B. As a percentage
- C. As approved or declined
- D. As recommended or not recommended

Answer: A,D

Explanation:

In SAP SuccessFactors Recruiting, interviewers' ratings for an applicant are displayed to recruiters in specific formats, including:

* Average Rating for Each Competency (Option A):

* In Interview Central, interviewers rate candidates based on defined competencies, and these ratings are averaged across all interviewers. This average score per competency gives recruiters an at-a-glance view of the candidate's performance.

* Recommendation Status (Option B):

* Interviewers can also provide an overall recommendation, such as "Recommended" or "Not Recommended," which is displayed to recruiters, helping them assess whether the candidate is a good fit based on feedback from interviewers.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring and Using Interview Central.

Explanation of Incorrect Options:

C (As a percentage) and D (As approved or declined) are not applicable formats for displaying interviewer ratings in SAP SuccessFactors Recruiting.

NEW QUESTION # 13

You have configured a custom field in the Job Requisition template and would like to use the custom field as a token in the Job Description and in the Recruiting E-mail templates.

How do you do this? Note: There are 2 correct answers to this question.

- A. Add the field in the Job Requisition > Listing Layout Fields.
- B. Configure the field as token in Provisioning > Configure Custom Token Settings.
- C. Ensure the field is configured as a public field in the Job Requisition template.
- D. Configure the field as a reportable field within Provisioning > Configure Reportable Fields.

Answer: B,D

Explanation:

To use a custom field as a token in Job Descriptions and Recruiting Email templates, certain configurations in Provisioning are required to ensure the field is recognized by the system as a token and is reportable.

* Configure as a Token in Provisioning (Option A):

* Go to Provisioning > Configure Custom Token Settings.

* Add the custom field to be used as a token, enabling its availability in job descriptions and email templates.

* Set as Reportable Field in Provisioning (Option D):

* In Provisioning > Configure Reportable Fields, configure the field to ensure it is available in reports and other templates, including email and requisition templates.

* Testing and Verification:

* After configuration, test the token in a job description or email template to ensure it displays correctly.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Custom Tokens and Reportable Fields.

Explanation of Incorrect Options:

Option B: Listing Layout Fields relates to display settings on the job listing and does not impact token functionality.

Option C: Making the field public does not automatically configure it as a token.

NEW QUESTION # 14

What token should be used to direct a candidate to an online offer?

- A. [[LOGIN_URL]]
- B. [[CANDIDATE_OFFER_URL]]
- C. [[APPLICATION_PAGE_URL]]
- D. [[CAREER_SITE_URL]]

Answer: B

Explanation:

The [[CANDIDATE_OFFER_URL]] token is used to direct a candidate to view their offer online in SAP SuccessFactors. When included in an email template, this token generates a link that directs the candidate to the online offer letter or offer acceptance page.

* Steps to Use:

* Insert the token [[CANDIDATE_OFFER_URL]] in the offer email template to ensure candidates can directly access their online offer.

: SAP SuccessFactors Recruiting Management Implementation Guide - Tokens for Offer Letters and Offer Emails.

Explanation of Incorrect Options:

Option B - [[LOGIN_URL]]: This token directs to the general login page, not the specific offer.

Option C - [[APPLICATION_PAGE_URL]]: This token is for accessing the application page, not the offer.

Option D - [[CAREER_SITE_URL]]: This token directs to the career site rather than the specific offer.

NEW QUESTION # 15

Why does a user need to wait to use a job board after it has been added from the Job Board Market Place?

Note: There are 2 correct answers to this question.

- A. Posting Profiles need to be associated with a contract.
- B. Recruiting Posting may need to activate the configuration.
- C. Recruiting Posting needs to synchronize.

- D. The job board may need to activate the configuration.

Answer: B,C

NEW QUESTION # 16

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

Answer: A,B,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.

Reference:

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 # 17

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