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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">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 3	<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 4	<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 5	<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 6	<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 (Q49-Q54):

NEW QUESTION # 49

If a customer requires the Requisition Status field to automatically update when the Job Requisition has successfully completed the approval process (route map) which of the following needs to be configured?

- A. The picklist value for the Open status must be configured as 99999.
- B. The default Job Requisition Status when a requisition is created or approved must be configured in Manage Recruiting Settings.
- C. The due date of the Route Map must be configured in Manage Route Maps to ensure the approval is completed on time.
- D. The Form Template settings must be configured to auto-populate the picklist field in the Job Requisition.

Answer: B

Explanation:

To ensure that the Requisition Status field updates automatically after a job requisition completes the approval process, the default status settings for approved requisitions must be configured in Manage Recruiting Settings.

* Steps to Configure:

* Go to Admin Center > Manage Recruiting Settings.

* Set the default status for requisitions upon creation and approval to ensure the Requisition Status field reflects the correct status automatically after the approval process.

: SAP SuccessFactors Recruiting Management Configuration Guide - Configuring Default Job Requisition Status.

Explanation of Incorrect Options:

Option A - Route Map due date: While route maps help manage the approval process, they do not affect the automatic status update of the requisition.

Option C - Picklist value for Open status: Setting a picklist value to 99999 does not control the automated status update.

Option D - Form Template settings: These settings are not responsible for updating requisition status based on approval.

NEW QUESTION # 50

What could cause an automated e-mail notification to be triggered? Note: There are 2 correct answers to this question.

- A. A change in the label of a status
- B. A change in the setup of a pre-screening question
- C. A change in a candidate password
- D. A change in an applicant status

Answer: C,D

NEW QUESTION # 51

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

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

Answer: A

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 # 52

Which templates can be linked to the Offer Details template? Note: There are 2 correct answers to this question.

- A. Candidate Profile template
- B. Job Requisition template
- C. Candidate Application template
- D. Succession template

Answer: B,C

Explanation:

In SAP SuccessFactors Recruiting, the Offer Details template can link to the Job Requisition template and Candidate Application template. This linkage helps populate offer details based on requisition and candidate-specific data.

* Job Requisition Template (Option B): The offer details can draw job-specific information from the requisition template, such as job title and compensation.

* Candidate Application Template (Option C): Data from the candidate's application can also be included, allowing personalized offer content based on the candidate's information.

: SAP SuccessFactors Recruiting Management Implementation Guide - Linking Offer Details with Other Templates.

Explanation of Incorrect Options:

Option A - Candidate Profile template: This template is separate and does not directly link with the Offer Details template.

Option D - Succession template: This is used in SAP SuccessFactors Succession Planning, not Recruiting.

NEW QUESTION # 53

Which step is required to connect an Application template to the Job Requisition template?

- A. Map the application template name in the Job Requisition template.
- B. Connect the templates in Form Template Settings.
- C. Map the <application-status-set > in the Job Requisition template.
- D. Configure a new Application template with a new << template-name>>.

Answer: A

Explanation:

To connect an Application template to a Job Requisition template, you must map the name of the application template in the Job Requisition template. This configuration ensures that the requisition is correctly associated with the application template, allowing applicants to complete the correct application form.

* Define the Application Template Name in the Job Requisition XML:

* Open the Job Requisition XML template and locate the section where the application template name is referenced.

* Use the application-template-name field to link the correct application template.

* Save and Deploy the Configuration:

* Ensure the updated XML file is correctly uploaded to the system to activate the connection.

: SAP SuccessFactors Recruiting Management Implementation Guide - Application and Job Requisition Template Integration.

NEW QUESTION # 54

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Consultant - SAP SuccessFactors Recruiting Recruiter Experience (C-THR83-2505) the on first try.

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