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## SAP C\_THR83\_2505 Exam Syllabus Topics:

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

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q64-Q69):

### NEW QUESTION # 64

You have updated a standard field label in the Job Requisition template. However this change was NOT reflected when creating a new job requisition. What must be configured? Note: There are 2 correct answers to this question.

- A. The field label must be updated in Custom Token Settings in Provisioning.
- B. The field label must be updated in the Job Requisition template field definition.
- C. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.
- D. The field label must be updated in the permission section of the Job Requisition template.

**Answer: A**

### NEW QUESTION # 65

Which of the following feature permissions are configured in the Job Requisition data model? Note: There are 2 correct answers to this question.

- A. Candidate questions
- B. Interview Assessment
- C. Candidate Workbench
- D. Mass Offers

**Answer: A,B**

### NEW QUESTION # 66

When using Interview Central what is the Hiring Manager Note used for?

- A. To give instructions to the interviewers
- B. To invite the hiring manager to the interview
- C. To save notes about the interviewee
- D. To inform the recruiter about the hiring manager's decision

**Answer: A**

Explanation:

In Interview Central, the Hiring Manager Note feature allows the hiring manager to provide specific instructions or guidance for the interviewers. This note may include details about what to focus on during the interview, specific competencies to assess, or other relevant information to ensure the interview process is aligned with the job's requirements.

Purpose of Hiring Manager Note:

This note serves as a guideline for interviewers, enhancing the consistency and relevance of evaluations by focusing on key attributes the hiring manager deems important.

Reference:

Explanation of Incorrect Options:

Option A (To save notes about the interviewee): Notes about the interviewee are recorded separately by each interviewer.

Option B and Option D do not relate to the function of the Hiring Manager Note in Interview Central.

### NEW QUESTION # 67

You have granted a user with Recruiting Posting permission.

When will this user have access to post a job using Recruiting Posting?

- A. Immediately
- B. After the next hourly Recruiting Posting user synchronization
- C. When an OData refresh is performed in the system
- D. After the next daily Recruiting Posting user synchronization

**Answer: A**

### NEW QUESTION # 68

What are the options to implement an offer approval? Note: There are 2 correct answers to this question.

- A. It can be implemented to include a pre-configured workflow approval.
- B. It can be implemented to contain offer letter tokens.
- C. It can be implemented to be used on a mobile device.
- **D. It can be implemented to link the offer to the candidate profile.**

**Answer: D**

### NEW QUESTION # 69

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