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SAP CERTIFICATION

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## SAP C-THR83-2505 Exam Syllabus Topics:

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

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q31-Q36):

### NEW QUESTION # 31

What happens when a job board is marked as preselect?

- A. The job board is available for the Posting Profile and the job will be posted to this job board if NOT removed from the list during the posting process.
- B. The job board is available for the Posting Profile but the job does NOT have to be posted to this job board.**
- C. The job board is available for the Posting Profile and the job must be posted to this job board.

**Answer: B**

### NEW QUESTION # 32

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 field label must be updated in the permission section of the Job Requisition template.
- D. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.**

**Answer: B,D**

Explanation:

C). The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center. SuccessFactors has a central place to manage labels for standard fields. This ensures consistency across the system. If you only change the label within the template, it will be overridden by this central setting.

D). The field label must be updated in the Job Requisition template field definition. You do need to update the field label within the template itself. This tells the template which label to pull from the central settings.

### NEW QUESTION # 33

What is the effect of activating the Profile Before Application feature?

- A. A candidate's application can be admitted late to the selection process.
- B. A candidate needs to complete their profile before being able to send an application.**

- C. The registration via LinkedIn on career sites is now available.
- D. A candidate needs to complete their profile before being able to search for a position.

**Answer: B**

Explanation:

When the Profile Before Application feature is activated in SAP SuccessFactors Recruiting, candidates are required to complete their profile information before submitting a job application. This feature ensures that key candidate details are collected upfront, providing recruiters with a more complete candidate profile from the outset.

\* Candidate Profile Completion Requirement:

\* Candidates are prompted to fill out their profile details, such as work experience, education, and personal information, prior to applying for a position. This step must be completed before the application process can continue.

\* Benefits of Profile Before Application:

\* Ensures standardized candidate data for all applications.

\* Saves time by reducing repetitive data entry for candidates applying for multiple positions.

: SAP SuccessFactors Recruiting Management Implementation Guide - Activating Profile Before Application.

Explanation of Incorrect Options:

Option A: Profile completion is required before sending an application, not before searching.

Option C: LinkedIn registration is unrelated to this feature.

Option D: Profile Before Application does not influence the timing of application admission.

**NEW QUESTION # 34**

Who can edit an existing recruiting group?

- A. All users with appropriate administrative permissions
- B. All members of the recruiting group
- C. The original creator of the requisition template
- D. The original creator of the recruiting group

**Answer: A**

Explanation:

In SAP SuccessFactors, recruiting groups are managed by users who hold the necessary administrative permissions. This ensures that individuals with relevant access can modify recruiting groups, which control user permissions for recruiting actions and processes.

Administrative Permissions Requirement:

Users with administrative permissions can access and edit existing recruiting groups, making adjustments to membership or permissions as necessary for recruiting functions.

Reference:

Explanation of Incorrect Options:

Option A (Original creator): Recruiting groups are not restricted to the original creator for editing.

Option C and D: The requisition template creator and group members do not automatically have editing rights without administrative permissions.

**NEW QUESTION # 35**

What happens if you set the candidate application attribute sensitive to "true"?

- A. The field is considered for purging of personally identifying data.
- B. The field content is covered by \*\*\*
- C. The field is hidden unless an override is set.
- D. "Access or change this field" will be captured in the Read Audit Log.

**Answer: A**

Explanation:

Setting the candidate application attribute sensitive to "true" marks the field for consideration in data purging routines. This is part of data privacy features where personal data is purged according to data retention and privacy policies.

Functionality and Effects:

When a field is marked sensitive, it is included in data purging processes to remove PII from the system after certain retention

periods.

This aligns with data protection regulations by ensuring PII is only retained as necessary.

Reference:

Explanation of Incorrect Options:

Option A - "Access or change this field" will be captured in the Read Audit Log. This is more relevant to audit configuration than to data sensitivity settings.

\*\*Option C - The field content is covered by \*\*\*: Masking the content is separate from marking data as sensitive.

Option D - The field is hidden unless an override is set: Marking a field as sensitive does not automatically hide it; it flags it for data purging.

## NEW QUESTION # 36

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