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

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• <b>Candidate Profile Template:</b> 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• <b>Recruiting Posting:</b> 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>• <b>Advanced Job Requisition Settings:</b> 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>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Job Requisition Enablement:</b> 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 5	<ul style="list-style-type: none"> <li>• <b>Application Template:</b> 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 6	<ul style="list-style-type: none"> <li>• <b>Setting Up the Instance:</b> 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 7	<ul style="list-style-type: none"> <li>• <b>Candidate Management:</b> 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.</li> </ul>

Topic 8	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
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### SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q46-Q51):

#### NEW QUESTION # 46

In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note: There are 2 correct answers to this question.

- A. Job Profile Builder must be configured.
- B. The competencies field must be defined in the Job Requisition template.
- C. The Job Description library must be configured for each job family and role.
- D. Families and Roles are implemented and maintained with competencies mapped.

**Answer: B,D**

#### NEW QUESTION # 47

Where are operator roles used? Note: There are 2 correct answers to this question.

- A. In requisition Route Maps
- B. In Candidate Application template field-permissions
- C. In field-permissions
- D. In Job Requisition template mobile-fields

**Answer: A,B**

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 # 48

What is the Anonymize Attribute intended for?

- A. To mark data as sensitive for read and change logging audits
- B. To trigger the country override in the application

- C. To hide personal identifiable information
- D. To display candidate facing fields in the application

**Answer: A**

#### NEW QUESTION # 49

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

**Answer: C,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.

Reference:

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 # 50

Which of the following attributes can be used when defining fields on the Application XML?

Note: There are 3 correct answers to this question.

- A. data-field
- B. public
- C. sensitive
- D. anonymize
- E. visibility

**Answer: B,C,D**

#### NEW QUESTION # 51

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