

Mock C-THR83-2505 Exam, New C-THR83-2505 Test Discount



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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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	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	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 5	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 6	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 7	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.

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

NEW QUESTION # 31

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

- A. The registration via LinkedIn on career sites is now available.
- B. A candidate needs to complete their profile before being able to search for a position.
- **C. A candidate needs to complete their profile before being able to send an application.**
- D. A candidate's application can be admitted late to the selection process.

Answer: C

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.

Reference:

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 # 32

You need to set up a route map step where the Hiring Manager reviews a job requisition during the creation process. This hiring manager does NOT necessarily need to be the person who creates the form.

What needs to be configured in the first step of the Route Map? Note: There are 2 correct answers to this question.

- **A. The modify step should be configured as an iterative or collaborative step depending on the requirements of the customer.**
- **B. The Hiring Manager (G) needs to be added to the modify step.**
- C. The modify step needs to be configured as a single role type.
- D. The Originator role needs to be added to the modify step.

Answer: A,B

Explanation:

To allow the Hiring Manager to review the job requisition during its creation, the Route Map should be configured as follows:

Add Hiring Manager (G) to Modify Step (Option B):

This configuration allows the Hiring Manager to review and, if necessary, modify the job requisition without being the form's creator.

Assigning the G role to the modify step grants them this permission.

Configure as Iterative or Collaborative Step (Option D):

Set the modify step as collaborative if multiple roles need concurrent access to review, or iterative if each reviewer should access the requisition one after another.

Reference:

Explanation of Incorrect Options:

Option A: The Originator role would apply only if the creator of the requisition must participate in this modify step.
Option C: Configuring a single role type restricts access to one user, limiting flexibility in a review process that might require multiple reviewers.

NEW QUESTION # 33

What must you do to request access to a customer's Provisioning?

- A. Assign the customer to your Provisioning ID.
- B. Enable Company Settings in Provisioning for the customer.
- C. Have access to the customer's signed contract.
- **D. Gain customer approval to access their instance.**

Answer: D

Explanation:

Access to a customer's Provisioning environment in SAP SuccessFactors requires prior authorization from the customer. Gaining customer approval is mandatory because Provisioning contains critical backend settings that can impact system functionality, configuration, and data security.

Steps to Gain Access:

Obtain explicit customer approval through official channels, often documented through emails or formal requests.

This approval is necessary before logging into the customer's Provisioning instance, and it may also involve compliance with additional access protocols or agreements.

Reference:

Explanation of Incorrect Options:

Option A - Customer's signed contract: The signed contract does not provide access authorization to Provisioning.

Option C - Assign the customer to your Provisioning ID: Access is not obtained by assigning IDs; it requires specific approval.

Option D - Enable Company Settings in Provisioning: This is not an access requirement but a configuration task within Provisioning.

NEW QUESTION # 34

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

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

Answer: C

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.

Reference:

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 # 35

What happens when the Candidate Profile background element is mapped to the People Profile background element? Note: There are 2 correct answers to this question.

- A. The People Profile data is populated to the Candidate Profile.
- **B. Only standard elements pre-populate the Candidate Profile.**
- **C. The Candidate Profile data is populated to the People Profile.**

- D. Only the standard elements pre-populate in the People Profile.

Answer: B,C

NEW QUESTION # 36

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