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SAP C\_THR83\_2205 SAP Certified Application Associate - SAP SuccessFactors Recruiting: Recruiter Experience 1H/2022



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

Topic	Details
Topic 1	<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 2	<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>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</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>
Topic 5	<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>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q49-Q54):

### NEW QUESTION # 49

Which of the following API types does SAP recommend to use to achieve clean core integrations? Note: There are 2 correct answers to this question.

- A. RFC
- B. SOAP
- C. OData
- D. IDoc

**Answer: B,C**

Explanation:

SAP recommends OData and SOAP APIs for clean core integrations, as they are modern, standardized, and compatible with SAP's cloud-based solutions. These APIs help maintain a clean core by allowing data integrations without custom modifications to the core system.

SOAP (Option C):

SOAP is commonly used for integrations with SAP's enterprise applications, supporting reliable messaging and security features.

OData (Option D):

OData APIs are lightweight and RESTful, making them ideal for web and cloud integrations, particularly for SuccessFactors.

Reference:

Explanation of Incorrect Options:

Option A - IDoc: IDocs are used for traditional SAP ERP integrations but are not recommended for maintaining a clean core in cloud environments.

Option B - RFC: RFCs are legacy interfaces and not recommended for cloud-based or clean core strategies.

### NEW QUESTION # 50

Who can configure the approval workflow for the offer? Note: There are 2 correct answers to this question.

- A. Operators with permission to launch the Offer Approval in the respective applicant status if the approval workflow is configured as editable
- B. System admins with permission to "Manage Route maps" in the Admin Center
- C. Users with permissions to Manage Offer Letter Templates in the Admin Center
- D. Users with permissions to configure the Offer Details template within Manage Recruiting templates

**Answer: A,D**

### NEW QUESTION # 51

Where do you grant a user access to Recruiting E-mail Templates?

- A. In Admin Center # Manage Recruiting Settings
- B. In Admin Center # Manage Permission Roles
- C. In Provisioning # Managing Recruiting
- D. In Provisioning # Company Settings

**Answer: B**

Explanation:

To grant a user access to Recruiting Email Templates, permissions must be assigned via Manage Permission Roles in Admin Center. Permissions control which users or roles can access, view, and manage recruiting email templates.

\* Steps to Grant Access:

\* Go to Admin Center > Manage Permission Roles.

\* Select the role for which you want to grant access to email templates.

\* In the role permissions, navigate to Recruiting Permissions and check the option for Manage Recruiting Email Templates.

\* Save the changes to apply the permissions.

: SAP SuccessFactors Recruiting Management Security and Permissions Guide - Recruiting Permissions section.

Explanation of Incorrect Options:

Option A - In Provisioning # Company Settings: Provisioning is used primarily for backend configurations and system setup, but it does not directly control user access permissions to email templates.

Option B - In Admin Center # Manage Recruiting Settings: This area allows configuration of recruiting- related settings but does not control user-specific permissions.

Option C - In Provisioning # Managing Recruiting: Provisioning is not where user access to recruiting email templates is configured.

### NEW QUESTION # 52

When creating multi-stage application permission blocks which of the following must be defined in the permission? Note: There are 2 correct answers to this question.

- A. Operator
- B. Status label
- C. Applicant type
- D. Permission type (read or write)

**Answer: A,D**

Explanation:

In multi-stage application settings, each permission block must define certain elements to control access for different stages of the application process:

\* Operator (Option A): The operator refers to users involved in the recruiting process, such as hiring managers, recruiters, and approvers. Each permission block must define the operator to specify who has access to the application stage.

\* Steps:

\* Go to Admin Center > Manage Recruiting Roles.

\* Configure each operator's access to the relevant stage.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Multi-Stage Application Permissions.

Permission Type (read or write) (Option C): Each permission block must also specify the type of access- either read or write- allowing you to control who can view or edit application information at a given stage.

Steps:

In the Application Template XML, define the read/write access for each stage and operator.

Reference: SAP SuccessFactors Recruiting Management Implementation Guide - Permission Types in Application Templates.

Explanation of Incorrect Options:

Option B: Applicant type does not need to be specified in each permission block; permissions are applied based on stages and roles.

Option D: Status labels are not required in permission blocks; they are typically used for candidate status tracking.

### NEW QUESTION # 53

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 the permission section of the Job Requisition template.
- **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 Custom Token Settings in Provisioning.

**Answer: B,C**

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 # 54

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