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SAP C-THR83-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	Managing Clean Core: This section of the exam measures skills of Implementation Consultants and covers strategies for maintaining a standard, unmodified system foundation in SAP SuccessFactors. Candidates must demonstrate understanding of best practices that minimize custom code, ensuring easier upgrades and stable system performance.
Topic 2	Job Requisition Enablement: This section of the exam measures skills of Recruitment Specialists and covers the configuration needed to activate job requisitions. Candidates must show they can define requisition templates, configure approval workflows, and align requisition fields with business requirements.
Topic 3	Candidate Management: This section of the exam measures skills of Recruitment Coordinators and covers the processes for tracking and progressing candidates through the recruitment lifecycle. Candidates need to show proficiency in managing candidate statuses, evaluations, and pipeline reporting.
Topic 4	Advanced Job Requisition Settings: This section of the exam measures skills of Recruitment Specialists and covers deeper customization of requisition processes. It includes setting up dynamic field behaviors, conditional approvals, and multi-stage requisition workflows to support complex hiring practices.
Topic 5	Offer: This section of the exam measures skills of HR Managers and covers the setup and management of offer letter generation and approval. It includes configuring offer templates, defining approval chains, and ensuring legal and compensation details are accurately captured.
Topic 6	E-mail Notifications: This section of the exam measures skills of Implementation Consultants and covers configuring automated email alerts throughout the recruiting process. Candidates must demonstrate how to set up notification templates, triggers, and recipient rules to keep stakeholders informed.
Topic 7	Recruiting Posting: This section of the exam measures skills of Recruitment Specialists and covers publishing job requisitions to external job boards and internal career sites. It includes configuring posting settings, managing board credentials, and ensuring accurate job detail propagation.
Topic 8	Application Template: This section of the exam measures skills of Implementation Consultants and covers creating and customizing the application form used by candidates. It includes mapping form fields to data models, configuring required fields, and tailoring the application flow to organizational needs.
Topic 9	Candidate Profile Template: This section of the exam measures skills of Implementation Consultants and covers designing the candidate profile structure. Candidates must demonstrate the ability to configure profile templates that capture necessary candidate information and support downstream recruiting processes.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q38-Q43):

NEW QUESTION # 38

Which of the following standard objects CANNOT be configured in the Job Requisition template?

- A. Type
- B. Offer
- C. Position
- D. Location
- E. Division

Answer: A,B

Explanation:

The Offer object is not configured in the Job Requisition template as it is managed through the Offer Details template, a separate template for managing candidate offers once they reach the offer stage.

* Configurable Objects in Job Requisition Template:

* Position, Location, Division, and Type are standard objects that can be configured within the Job Requisition template. These fields help define the job's details and organizational structure.

* Separate Configuration for Offer:

* Offer-related fields and settings are configured in the Offer Details template, not in the Job Requisition template.

NEW QUESTION # 39

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 inform the recruiter about the hiring manager's decision
- D. To save notes about the interviewee

Answer: A

NEW QUESTION # 40

How can cascading pre-screening questions be added into a customer's instance?

- A. Directly in the Application XML
- B. Recruiting users can create cascading questions manually in their Preferences tab
- C. Manually in the Questions library
- D. Through the pre-screening questions import CSV file

Answer: D

NEW QUESTION # 41

How many Candidate Profile Templates can you configure in an instance?

- A. One for each Job Requisition template
- B. One for internal candidates and one for external candidates
- C. One for internal candidates and one for each external career site
- D. One for all candidates

Answer: B

Explanation:

In SAP SuccessFactors, only two Candidate Profile Templates can be configured per instance: one template for internal candidates and one for external candidates. This setup ensures that both internal and external candidates have tailored profiles with relevant fields based on their unique needs.

* Configuration Details:

* Internal and external candidate profiles are configured separately to cater to different recruiting processes and visibility requirements.

* This configuration is done through the Candidate Profile Template XML in Provisioning or Admin Center.

NEW QUESTION # 42

Which SMS messages are tracked on the correspondence audit trail within the candidate summary page?

Note: There are 2 correct answers to this question.

- A. SMS responses from the candidate
- **B. Status-triggered SMS notifications**
- C. Requisition-triggered SMS notifications
- **D. Ad-hoc SMS notifications**

Answer: B,D

NEW QUESTION # 43

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