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C_TS4FI_2020 Exam Certification Details:

Cut Score:	59%
Exam:	80 questions
Sample Questions:	SAP C_TS4FI_2020 Exam Sample Question
Level:	Associate

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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	• 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.
Topic 3	• 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 4	• 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 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	• 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 7	• 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 8	• Application Template: 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.

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New C_THR83_2505 Test Topics - Test C_THR83_2505 Question

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q11-Q16):

NEW QUESTION # 11

What needs to be enabled for an external candidate to accept an online offer without using an eSignature?

- A. Enable role-based permissions (RBP) for candidates.
- B. Enable DocuSign integration for eSignatures.
- C. Enable candidate privacy in Provisioning.
- D. Enable an e-mail template that has the online offer token directing candidates to the Career Portal.

Answer: D

Explanation:

For external candidates to accept an online offer without using an eSignature, an email template containing a token that directs candidates to the Career Portal is required. This token allows candidates to access the online offer acceptance page directly.

* Configure the Email Template with Online Offer Token:

* Go to Admin Center > Manage Recruiting Email Templates.

* Create or edit an email template to include the online offer token, which provides candidates with a link to review and accept their offer on the Career Portal.

* Testing the Online Offer Process:

* Send a test offer to verify that the link directs candidates to the offer acceptance page without requiring an eSignature.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Online Offer Acceptance without eSignature.

Explanation of Incorrect Options:

B (Enable candidate privacy) and D (Enable RBP for candidates) do not directly enable the online offer acceptance without eSignature.

C (Enable DocuSign integration) is relevant for eSignatures but is not necessary if the organization opts not to use eSignatures for online offers.

NEW QUESTION # 12

Which of the following feature permissions are configured in the Job Requisition data model? Note: There are 2 correct answers to this question.

- A. Interview Assessment
- B. Candidate questions
- C. Mass Offers
- D. Candidate Workbench

Answer: A,B

NEW QUESTION # 13

What are the options to implement an offer approval? Note: There are 2 correct answers to this question.

- A. It can be implemented to be used on a mobile device.
- B. It can be implemented to link the offer to the candidate profile.
- C. It can be implemented to include a pre-configured workflow approval.
- D. It can be implemented to contain offer letter tokens.

Answer: A,C

Explanation:

A). It can be implemented to include a pre-configured workflow approval. Offer approval processes often involve multiple stakeholders (HR, hiring manager, etc.). A pre-configured workflow ensures the offer moves through the necessary approval steps in the correct order.

C). It can be implemented to be used on a mobile device.

Modern HR systems and offer management tools often have mobile functionality. This allows approvers to review and approve offers on the go, speeding up the process.

NEW QUESTION # 14

What is the purpose of a job board credit?

- A. To pay a customer by job board when a new job is posted to the job board
- B. To pay Recruiting Posting to complete the job posting
- C. To pay a customer by Recruiting Posting when a new Posting Profile is created
- D. To pay a job board to complete a job posting

Answer: D

Explanation:

A job board credit in SAP SuccessFactors Recruiting Posting is a unit or token used to pay a job board for posting a job. Many job boards operate on a credit system where each job posting requires one or more credits for the job to be posted publicly.

Job Board Credit Usage:

When an organization posts a job to an external job board, Recruiting Posting deducts the required number of credits from the organization's account with that job board. This allows the job board to complete and publish the job posting.

Reference:

Explanation of Incorrect Options:

Options A, B, and D do not accurately describe the purpose of a job board credit, which is specifically used to pay job boards for job postings.

NEW QUESTION # 15

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

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

Answer: D

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.

Reference:

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 # 16

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