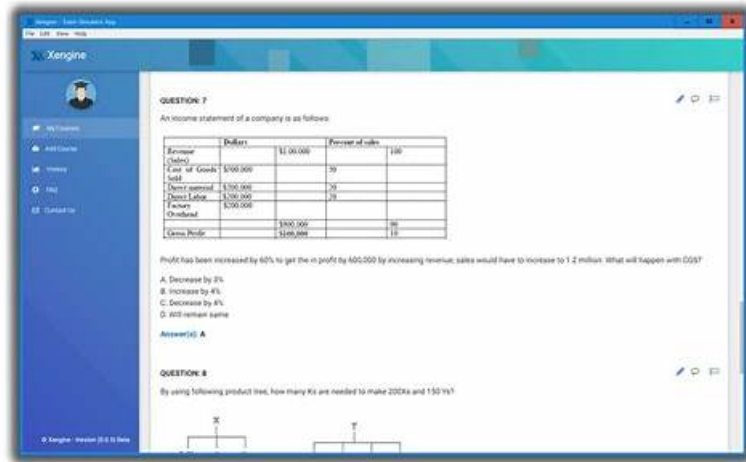


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SAP C_THR83_2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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 2	<ul style="list-style-type: none"> • 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.
Topic 3	<ul style="list-style-type: none"> • Setting Up Instance: This section of the exam measures skills of Solution Architects and covers the initial configuration steps required to prepare a SuccessFactors recruiting instance. It includes establishing organizational structures, security settings, and foundational data necessary before enabling recruiting features.
Topic 4	<ul style="list-style-type: none"> • 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 5	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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 7	<ul style="list-style-type: none"> • 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 8	<ul style="list-style-type: none"> • 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q46-Q51):

NEW QUESTION # 46

In Admin Center where would you configure the e-mail template that is associated with the requisition route map?

- **A. E-mail Template Notification Settings**
- B. Manage Offer Letter Template
- C. Manage Recruiting Groups
- D. Manage Recruiting Settings

Answer: A

NEW QUESTION # 47

What field-permission do you configure on the Candidate Profile template?

- A. Read and write for candidates only
- B. None read and write for candidates and dynamic groups
- **C. Read and write permissions for candidates and dynamic groups**
- D. None read and write for dynamic groups only

Answer: C

NEW QUESTION # 48

If you want to create and send an offer to your candidate which of the following feature permissions do you enable? Note: There are 2 correct answers to this question.

- A. Background Check
- B. Offer Letter
- C. Offer Approval
- D. Interview Assessment

Answer: B,C

Explanation:

To create and send an offer to a candidate in SAP SuccessFactors Recruiting, the permissions for Offer Approval and Offer Letter must be enabled. These permissions allow the recruiter to initiate the offer process, complete any required approvals, and generate the offer letter for the candidate.

* Offer Approval (Option A): This permission enables the process of approving the offer, ensuring all necessary approvals are in place before the offer is sent to the candidate.

* Offer Letter (Option C): This permission allows the recruiter to create and generate the offer letter document, which is then sent to the candidate.

* Steps to Configure:

* Go to Admin Center > Manage Permission Roles.

* Assign the Offer Approval and Offer Letter permissions to the appropriate user roles.

NEW QUESTION # 49

Which fields have a pull-down or "find value" where the values are configured directly in the Job Requisition field definition?

- A. Enum
- B. Derived
- C. Bool
- D. Instruction

Answer: A

Explanation:

In SAP SuccessFactors Recruiting, fields of type Enum (enumeration) are configured with pre-defined options directly in the Job Requisition template's field definition. These options are displayed as a dropdown or pull-down menu in the requisition form.

* Enum Field Type:

* An Enum field allows users to select from a list of values configured directly in the Job Requisition template, providing a user-friendly interface for data entry.

NEW QUESTION # 50

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

Answer: B,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.

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