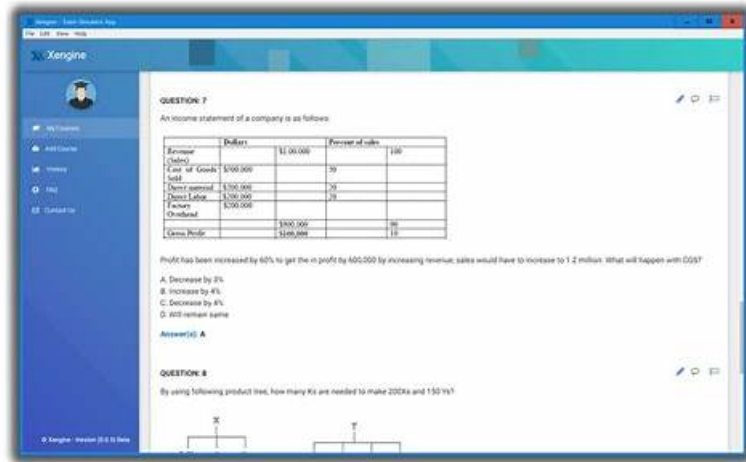


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SAP C-THR83-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"> 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 3	<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 4	<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 5	<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 6	<ul style="list-style-type: none"> 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 7	<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 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.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q57-Q62):

NEW QUESTION # 57

What is the purpose of a job board credit?

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

Answer: A

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.

NEW QUESTION # 58

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

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

Answer: B

NEW QUESTION # 59

When building the sm-mapping between People Profile and Candidate Profile to which data model does the second field-id reference?

- A. Job Requisition template
- B. Candidate Data Model
- C. Candidate Profile template
- D. Succession Data Model

Answer: D

A customer would like their Recruiters to be able to access different fields on the candidate's application during the different statuses of the Talent Pipeline. Which of the following feature allows this option?

- Answer: A,D**

You have only granted read permissions to the G role in the pre-approved status. However the Hiring Manager can still edit some fields in the pre-approved status upon testing.
What could have caused this problem?

- Answer: A**

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