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SAP C_THR83_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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 2	<ul style="list-style-type: none">• 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.
Topic 3	<ul style="list-style-type: none">• 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.
Topic 4	<ul style="list-style-type: none">• 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 5	<ul style="list-style-type: none"> • 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 6	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q36-Q41):

NEW QUESTION # 36

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

Solution:

The correct answer is **D. Succession Data Model**.

According to SAP Learning content on configuring field mapping (sm-mapping) between People Profile and Candidate Profile, the mapping setup defines two field IDs:

1. **The first field-id** refers to the field in the **Candidate Profile**.
2. **The second field-id** (specified via the map-to attribute) references the corresponding field in the **People Profile's Succession Data Model**
3. **Reference :** <https://learning.sap.com/>

Thus, when building the sm-mapping, the second field-id must reference the **Successions Data Model**.

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

Answer: C

Explanation:

When setting up sm-mapping between the People Profile and the Candidate Profile, the second field-id in the mapping references the Succession Data Model. The Succession Data Model defines the fields used in the People Profile, and sm-mapping is used to align these fields with those in the Candidate Profile.

sm-mapping Configuration:

In the configuration, the first field-id refers to the Candidate Profile template, while the second field-id links to the corresponding field in the Succession Data Model for the People Profile.

Purpose of sm-mapping:

This mapping allows data synchronization between the Candidate Profile and People Profile, ensuring consistent data across the system.

NEW QUESTION # 37

How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

- A. Define the permissions in the Role-Based Permissions section in the Admin Center.
- **B. Set the permissions to write or read for each field.**
- **C. Assign a permission to a field for each status (pre-approved approved and closed).**
- **D. Add the operators for each permission block.**
- E. Permission the J role for each field.

Answer: B,C,D

Explanation:

In SAP SuccessFactors Recruiting, defining permissions for job requisition fields involves several key steps to ensure that the right users have the necessary read or write access for each field:

Assign Permission for Each Status (Option A):

Different statuses in the requisition lifecycle (pre-approved, approved, and closed) may require distinct permissions for fields.

Add Operators for Each Permission Block (Option B):

Define operators (e.g., recruiter, hiring manager) for each permission block, determining who can view or edit fields.

Set Write or Read Permissions (Option D):

Specify the level of access-either read or write-for each field based on the roles and statuses.

Reference:

Explanation of Incorrect Options:

Option C - Permission the J role: Permissions are assigned by field and operator, not a single role.

Option E - Role-Based Permissions in Admin Center: Job requisition field permissions are typically configured within the Job Requisition Data Model XML, not directly in Role-Based Permissions.

NEW QUESTION # 38

What needs to be configured to enable recruiting e-mail triggers? Note: There are 2 correct answers to this question.

- **A. The e-mail trigger needs to be enabled in the Admin Center.**
- B. The J permission needs to be granted in the Candidate Application template.
- **C. An e-mail template needs to be assigned to the e-mail trigger.**
- D. The e-mail trigger needs to be enabled in the Job Requisition template.

Answer: A,C

Explanation:

To enable recruiting email triggers in SAP SuccessFactors Recruiting, two primary configurations are necessary:

* Assign an E-mail Template to the E-mail Trigger (Option A): Email triggers rely on specific email templates that determine the content of the notification sent. For each recruiting event, an email template must be assigned to the corresponding trigger to ensure the correct email is sent when the event occurs.

* Steps:

* Go to Admin Center > Manage Recruiting E-mail Templates.

* Select and configure the email template that matches the trigger you want to activate.

* Assign the template to the relevant email trigger.

: SAP SuccessFactors Recruiting Management Implementation Guide - Setting up Email Triggers and Templates.

Enable the E-mail Trigger in the Admin Center (Option C): Each email trigger must be enabled to ensure it activates the email notifications. This is done through the Email Trigger settings in the Admin Center.

Steps:

Go to Admin Center > E-mail Notification Template Settings.

Find the specific trigger (e.g., application submission, offer approval) and ensure it is enabled.

Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling E-mail Triggers.

Explanation of Incorrect Options:

Option B: The "J permission" is related to candidate permissions but is not required to enable email triggers.

Option D: The Job Requisition template does not control email triggers; enabling them is managed at the Admin Center level.

NEW QUESTION # 39

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 Custom Token Settings in Provisioning.
- B. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.
- C. The field label must be updated in the Job Requisition template field definition.
- D. The field label must be updated in the permission section of the Job Requisition template.

Answer: A

NEW QUESTION # 40

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

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

Answer: B,C

NEW QUESTION # 41

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