SAP C-THR83-2505 Dumps - Pass Exam With Ease [2025]

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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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	• 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 5	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q74-Q79):

NEW QUESTION # 74
If a recruiter forwards a candidate's application (using the Forward as Applicant action) which of the following information can be accessed from the candidate's initial application? Note: There are 3 correct answers to this question.

- A. Previous background check results
- B. Previous application template name
- C. Previous application score
- D. Previous interview results
- E. Answers to pre-screening questions

Answer: C,D,E

NEW QUESTION # 75
Which buttons are configured in the Job Requisition template? Note: There are 3 correct answers to this question.

- A. Reopen Job Requisition
- B. Close Job Requisition
- C. Print Job Requisition
- D. Link Child Requisition
- E. Delete Job Requisition

Answer: A,B,D

Explanation:
The Job Requisition template in SAP SuccessFactors allows configuration of various buttons that control actions users can take on job requisitions. Each button provides functionality that can be managed or restricted based on role permissions.
Reopen Job Requisition (Option A):
This button allows users to reopen a requisition that was previously closed. Access is configured in the Job Requisition template.
Link Child Requisition (Option C):
This button enables users to link a requisition to a related or dependent requisition, often used in cases of large hiring initiatives.
Close Job Requisition (Option E):
The Close Job Requisition button is configured to allow the closure of open requisitions, typically by recruiters or administrators based on permissions.
Reference:
Explanation of Incorrect Options:
Print Job Requisition and Delete Job Requisition are not configurable buttons within the standard Job Requisition template settings.

NEW QUESTION # 76
Which of the following statements apply to pre-screening questions? Note: There are 2 correct answers to this question.

- A. Pre-screening questions can be set to be disqualifier questions.
- B. Pre-screening questions can vary by job requisition.
- C. Pre-screening questions are added directly to the Application XML.
- D. Pre-screening questions can be designated to only appear internally or externally and can vary by country.

Answer: A,B

Explanation:
Pre-screening questions offer flexibility to help recruiters screen candidates effectively:
Vary by Job Requisition (Option A):

Pre-screening questions can be tailored for each job requisition, allowing questions to align with specific job requirements.
Set as Disqualifier Questions (Option B):
Questions can be configured as disqualifiers, automatically filtering out candidates who do not meet certain criteria.
Reference:
Explanation of Incorrect Options:
Option C - Added directly to Application XML: Pre-screening questions are managed in question libraries or templates, not directly in the Application XML.
Option D - Internal/External or Country-based Display: Pre-screening questions generally do not vary by visibility (internal/external) or country settings.

NEW QUESTION # 77
How can cascading pre-screening questions be added into a customer's instance?

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

Answer: B

Explanation:
Cascading pre-screening questions, which are questions that adapt based on previous responses, can be added to a customer's SAP SuccessFactors instance through the pre-screening questions import CSV file. This allows administrators to manage complex question setups that dynamically change based on candidate input.
Steps to Configure:
Prepare a CSV file containing the cascading questions and the conditions for each question.
Go to Admin Center > Import Pre-Screening Questions and upload the CSV file.
Reference:
Explanation of Incorrect Options:
Option A - Application XML: Pre-screening questions are not directly added to the Application XML.
Option C - Preferences Tab: Recruiting users cannot create cascading questions manually in their preferences.
Option D - Manually in the Questions Library: Cascading functionality is set up via CSV import, not manually in the question library.

NEW QUESTION # 78
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. Ad-hoc SMS notifications
- B. Requisition-triggered SMS notifications
- C. Status-triggered SMS notifications
- D. SMS responses from the candidate

Answer: A,C

NEW QUESTION # 79
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The web-based format gives results at the end of every SAP C-THR83-2505 practice test attempt and points the mistakes so you can get rid of them before the final attempt. This online format of the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience (C-THR83-2505) practice exam works well with Android, Mac, Windows, iOS, and Linux operating systems.

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