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SAP C-THR83-2505 Exam Syllabus Topics:

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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q54-Q59):

NEW QUESTION # 54

Where can you update current pre-screening questions or assign pre-screening questions to a requisition?

Note: There are 2 correct answers to this question.

- A. Import question Library
- B. Candidate Summary
- C. Job Requisition
- D. Candidate Profile

Answer: A,C

Explanation:

Pre-screening questions for candidates can be updated and assigned to a job requisition using the following options:

* Job Requisition (Option C): Pre-screening questions can be assigned directly to a job requisition, allowing candidates to answer these questions during the application process.

* Import Question Library (Option D): Questions can be managed through the Import Question Library, enabling administrators to add or modify pre-screening questions and then assign them to job requisitions as needed.

: SAP SuccessFactors Recruiting Management Implementation Guide - Managing Pre-screening Questions and Question Libraries.

Explanation of Incorrect Options:

Option A - Candidate Summary: This area provides a summary of candidate information and is not used for configuring pre-screening questions.

Option B - Candidate Profile: This holds information about the candidate but does not manage pre-screening questions for requisitions.

NEW QUESTION # 55

What are some SAP recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Establish an organizational structure technical foundation and transformation methodology for clean core.
- B. Integrate clean core practices in the end-to-end value process chain.

- C. Establish regular housekeeping tasks and procedures.
- D. Define roles and responsibilities as part of a process transformation office.
- E. Establish release management.

Answer: B,C,E

Explanation:

SAP recommends several guiding principles to maintain a clean core in SAP environments, minimizing customizations that can complicate future upgrades and maintenance:

Establish Regular Housekeeping Tasks (Option A):

Routine housekeeping ensures the system is free of obsolete data and configurations, improving performance and simplifying management.

Establish Release Management (Option B):

An organized release management strategy is crucial to streamline updates, maintain clean configurations, and prevent conflicting customizations.

Integrate Clean Core Practices in the End-to-End Value Process Chain (Option D):

Embedding clean core principles across all business processes helps maintain consistency, standardize operations, and ensure the long-term maintainability of the system.

Reference:

Explanation of Incorrect Options:

Option C - Define roles and responsibilities: While important, this is not a specific guiding principle for a clean core.

Option E - Establish organizational structure for clean core: This focuses more on team structure than on core system practices.

NEW QUESTION # 56

A user wants to start a Recruiting Posting job posting. What must occur before the posting process can begin? Note: There are 3 correct answers to this question.

- A. A job board configuration must be validated for the job board.
- B. The position must be posted to the external Career Site.
- C. At least one posting profile must be associated to the Recruiting user.
- D. The Recruiting user must be assigned to one Recruiting Posting group.
- E. The Manage Recruiting Posting permission must be activated.

Answer: A,C,E

Explanation:

Before a Recruiting Posting job posting can begin, certain prerequisites must be in place to ensure that the user has the necessary configuration and access:

Posting Profile Association (Option A):

The Recruiting user must have at least one posting profile associated with them. Posting profiles define job board configurations and access rights, linking the user to specific posting options.

Job Board Configuration Validation (Option C):

Each job board used in Recruiting Posting requires proper configuration, including access credentials and other necessary data, to allow successful job posting.

Manage Recruiting Posting Permission (Option E):

The Manage Recruiting Posting permission must be enabled for the user, allowing them to initiate and manage job postings across job boards.

Reference:

Explanation of Incorrect Options:

Option B: Posting to an external career site is not a prerequisite for using Recruiting Posting.

Option D: Assigning a Recruiting Posting group is not a requirement to begin the posting process, although it can be used for organizational purposes.

NEW QUESTION # 57

What is the purpose of a job board credit?

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

- D. To pay a customer by Recruiting Posting when a new Posting Profile is created

Answer: B

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.

: SAP SuccessFactors Recruiting Posting User Guide - Understanding Job Board Credits and Payment Models.

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 # 58

In order to associate a Job Requisition to an approval workflow what must be done? Note: There are 2 correct answers to this question.

Solution:

A. Configure Route Map in Admin Center

A Route Map (which defines the approval workflow) must be created and configured via **Admin Center → Manage Route Maps**. This outlines the approval steps such as Originator → Hiring Manager → Recruiter

Reference : <https://learning.sap.com/>

B. Associate Route Map to Job Requisition

After creating it, you must associate the Route Map with the relevant Job Requisition template under **Form Template Settings** to connect the workflow to the requisition.

Reference : <https://learning.sap.com/>

- A. A Route Map must be created and configured in Admin Center.
- B. A business rule to trigger the approval workflow must be created in Admin Center > Configure Business Rules.
- C. Multiple Route Maps can be associated to one Job Requisition template.
- D. The Job Requisition must be associated to the appropriate Route Map in Form Template Settings.

Answer: A,D

Explanation:

To associate a Job Requisition with an approval workflow, administrators need to configure route maps properly within SAP SuccessFactors Recruiting:

Associate the Job Requisition with a Route Map in Form Template Settings (Option A):

Link the job requisition template with a route map to enable workflow approval.

Create and Configure a Route Map in Admin Center (Option B):

The route map must be configured to outline the steps and approvers in the approval workflow for the job requisition.

Steps to Configure:

In Admin Center > Manage Route Maps, create and configure the route map with the desired approval steps.

In Admin Center > Form Template Settings, link the job requisition template with the configured route map.

Reference:

Explanation of Incorrect Options:

Option C - Create a Business Rule: Business rules are not required for associating a job requisition to a route map.

Option D - Multiple Route Maps per Job Requisition Template: Only one route map can be assigned to a job requisition template.

NEW QUESTION # 59

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