

Searching The Valid Test C-THR83-2411 Test, Passed Half of SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience

Recruit yourself as SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience.

In the dynamic world of human capital management (HCM), SAP SuccessFactors continues to lead the way in cloud-based HR solutions. One of the key certifications for HR and recruiting professionals is the SAP Certified Application Associate - SAP SuccessFactors Recruiting: Recruiter Experience 2H/2024, also known by its exam code C_THR83_2411.

Whether you're an HR consultant, implementation partner, or an aspiring SAP professional, this certification can be a significant milestone in your career. Here's a comprehensive guide to understanding what this certification entails and how to prepare for it.



C_THR83_2411

**SAP CERTIFIED ASSOCIATE
IMPLEMENTATION CONSULTANT**

**SAP SUCCESSFACTORS RECRUITING
RECRUITER EXPERIENCE**



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What is the C_THR83_2411 Certification?

The C_THR83_2411 certification validates that the candidate has the foundational and core knowledge required of an SAP SuccessFactors Recruiting application consultant. This includes both functional and technical understanding of the recruiting module with a focus on the **Recruiter Experience**.

This exam tests your ability to configure, implement, and use SAP SuccessFactors Recruiting, specifically the features delivered in the 2H/2024 release.

Key Exam Details

Feature	Details
Exam Code	C_THR83_2411

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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">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 3	<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 4	<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.
Topic 5	<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 6	<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 7	<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 8	<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 9	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q25-Q30):

NEW QUESTION # 25

A Recruiter CANNOT see the status "Phone Screening".

Which of the following could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The status "Phone Screening" is NOT enabled in the Talent Pipeline.
- B. The status "Phone Screening" is set as "hidden" in the Application template.
- C. The status "Phone Screening" is NOT enabled in the Job Requisition template.
- D. The status "Phone Screening" is NOT set as Visible by the Recruiter.

Answer: A,D

Explanation:

If a recruiter cannot see the "Phone Screening" status, it could be due to the following reasons:

* Status Not Enabled in the Talent Pipeline (Option A): The Talent Pipeline is configured to control the visibility and sequence of application statuses. If "Phone Screening" is not enabled in the Talent Pipeline, it will not appear in the recruiting workflow.

* Status Not Visible to the Recruiter (Option D): Visibility settings control who can view each status. If

"Phone Screening" is set to be hidden or restricted from the Recruiter role, the recruiter will not see it.

* Steps to Check:

* Go to Admin Center > Edit Applicant Status Configuration and ensure that "Phone Screening" is enabled in the pipeline and set as visible to the recruiter role.

NEW QUESTION # 26

Interview Scheduling and Outlook integration are enabled.

How are available time slots for an interview created in the system?

- A. Populated from the Career Portal of the interviewer
- B. Entered by the interviewer into Interview
- C. Entered by the interviewer into Interview Central
- D. Scheduling Populated from the Outlook calendar of the interviewer

Answer: D

Explanation:

When interview scheduling and Outlook integration are enabled, available time slots are automatically populated from the interviewer's Outlook calendar, allowing the recruiting team to view and select suitable time slots for interviews.

* Steps to Configure:

* Ensure that Outlook integration for interview scheduling is enabled in Admin Center > Manage Recruiting Settings.

* The system will sync with the interviewer's Outlook calendar to display available slots.

NEW QUESTION # 27

Where are background elements mapped to synchronize the data between People Profile and the Candidate Profile?

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

Answer: C

Explanation:

Background elements, which allow for the capture of information such as previous employment or education, are mapped within the Candidate Profile template. This mapping supports synchronization between the People Profile and Candidate Profile.

* Steps to Configure:

* In the Candidate Profile template, define the mapping for background elements that should sync with the People Profile.

* This mapping will ensure that relevant candidate information flows between the profiles seamlessly.

NEW QUESTION # 28

Where are the values located for the fields of "country" and "stateProvince" when the field type is derived?

- A. Manage Recruiting Triggers

- B. Manage Recruiting Settings
- **C. Picklist Center**
- D. Set up Job Board Options

Answer: C

Explanation:

For fields like "country" and "stateProvince" with a derived field type, the values are sourced from the Picklist Center in SAP SuccessFactors. The Picklist Center allows for centralized management of standard picklists, which are used across the system to ensure consistent data for location-related fields.

* Location of Values in Picklist Center:

* Navigate to Admin Center > Picklist Center.

* Search for and manage picklists related to "country" and "stateProvince."

* Configuration and Updates:

* Country and state/province picklists are often pre-configured with ISO standards but can be customized based on the organization's specific needs.

NEW QUESTION # 29

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

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

Answer: A,B,E

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.

NEW QUESTION # 30

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