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We are constantly updating our practice material to ensure that you receive the latest preparation material based on the actual SAP C-THR83-2505 exam content. Up to 1 year of free SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience (C-THR83-2505) exam questions updates are also available at Prep4cram. The Prep4cram offers a money-back guarantee (terms and conditions apply) for students who fail to pass their SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience (C-THR83-2505) exam on the first try.

SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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	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 3	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 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	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 6	• 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 7	• 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 8	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q64-Q69):

NEW QUESTION # 64

What action is possible within Interview Central?

- **A. Candidates can be rated based on a set of competencies.**
- B. Candidates can be moved to another status.
- C. The interviewer can extend the Offer Letter.
- D. The recruiter can invite the candidate to apply.

Answer: A

Explanation:

In Interview Central, interviewers have the ability to rate candidates based on a predefined set of competencies. This feature allows for structured assessment and consistent evaluation criteria across interviewers.

* Steps to Use:

* Within Interview Central, select the candidate and rate them on each of the competencies provided.

* Ratings can be viewed and used to compare candidates across different competency areas.

: SAP SuccessFactors Recruiting Management Interview Guide - Using Interview Central for Candidate Evaluation.

Explanation of Incorrect Options:

Option A - Move Candidates to Another Status: Status changes are typically done in the main candidate management view.

Option B - Extend Offer Letter: Offer letters are managed separately in the offer management process, not in Interview Central.

Option D - Invite Candidate to Apply: This is done outside of Interview Central.

NEW QUESTION # 65

How many Application templates can be connected to one Job Requisition template?

- **A. 0**
- B. 1
- C. 2
- D. 3

Answer: A

Explanation:

Each Job Requisition template in SAP SuccessFactors Recruiting can be associated with only one Application template. This one-to-one relationship allows for consistent data management and ensures that all candidates applying to a particular requisition follow the same application form structure.

Configure Job Requisition to Application Template Mapping:

As stated, only a single application template name can be referenced per job requisition template.

NEW QUESTION # 66

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

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

Answer: B,C

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 # 67

Why does a user need to wait to use a job board after it has been added from the Job Board Market Place? Note: There are 2 correct answers to this question.

- A. Recruiting Posting needs to synchronize.
- B. Recruiting Posting may need to activate the configuration.
- C. Posting Profiles need to be associated with a contract.
- D. The job board may need to activate the configuration.

Answer: A,B

NEW QUESTION # 68

Which actions are available from Manage Jobs after a job is posted with Recruiting Posting? Note: There are 2 correct answers to this question.

- A. Remove the posting from all posting job boards.
- B. Post the job to additional job boards.
- C. Remove a contract with a posting job board.
- D. Repost the job automatically after the expiration date.

Answer: A,B

Explanation:

Once a job is posted using Recruiting Posting, administrators have several actions available in the Manage Jobs section to further manage the job posting.

Remove the Posting from All Job Boards (Option A):

This action allows users to remove the job posting from all job boards where it was posted through Recruiting Posting. This feature is useful if a position needs to be closed or withdrawn before the posting expires.

Post the Job to Additional Job Boards (Option B):

After the initial posting, users can choose to post the job to additional job boards directly from the Manage Jobs interface, broadening the reach of the job posting as needed.

Reference:

Explanation of Incorrect Options:

Option C (Remove a contract) and Option D (Repost automatically) are not available actions within Manage Jobs after a job is posted. Contracts are managed separately, and reposting after expiration typically requires manual configuration.

NEW QUESTION # 69

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