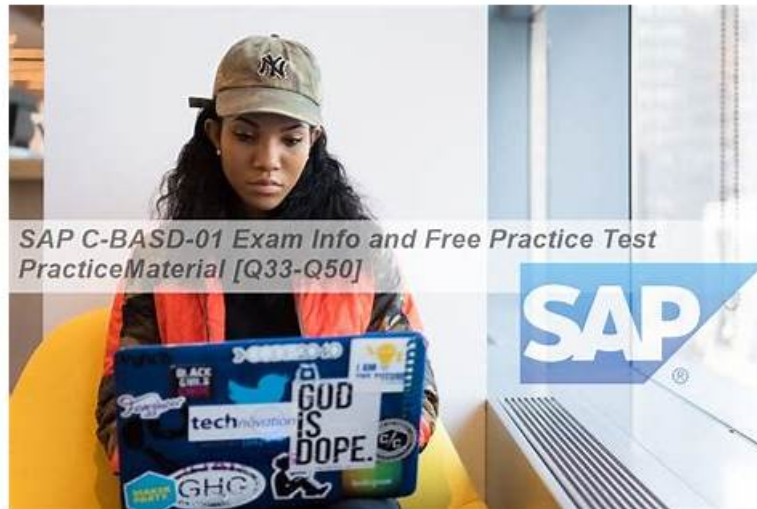


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SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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 4	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 5	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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q62-Q67):

NEW QUESTION # 62

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

Answer: C,D

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.

Reference:

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.

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 # 63

What must you do to request access to a customer's Provisioning?

- A. Assign the customer to your Provisioning ID.
- B. Have access to the customer's signed contract.
- C. Enable Company Settings in Provisioning for the customer.
- D. Gain customer approval to access their instance.

Answer: D

NEW QUESTION # 64

What is the effect of activating the Profile Before Application feature?

- A. A candidate needs to complete their profile before being able to search for a position.
- **B. A candidate needs to complete their profile before being able to send an application.**
- C. The registration via LinkedIn on career sites is now available.
- D. A candidate's application can be admitted late to the selection process.

Answer: B

Explanation:

When the Profile Before Application feature is activated in SAP SuccessFactors Recruiting, candidates are required to complete their profile information before submitting a job application. This feature ensures that key candidate details are collected upfront, providing recruiters with a more complete candidate profile from the outset.

* Candidate Profile Completion Requirement:

* Candidates are prompted to fill out their profile details, such as work experience, education, and personal information, prior to applying for a position. This step must be completed before the application process can continue.

* Benefits of Profile Before Application:

* Ensures standardized candidate data for all applications.

* Saves time by reducing repetitive data entry for candidates applying for multiple positions.

: SAP SuccessFactors Recruiting Management Implementation Guide - Activating Profile Before Application.

Explanation of Incorrect Options:

Option A: Profile completion is required before sending an application, not before searching.

Option C: LinkedIn registration is unrelated to this feature.

Option D: Profile Before Application does not influence the timing of application admission.

NEW QUESTION # 65

What needs to be enabled for an external candidate to accept an online offer without using an eSignature?

- A. Enable candidate privacy in Provisioning.
- **B. Enable an e-mail template that has the online offer token directing candidates to the Career Portal.**
- C. Enable role-based permissions (RBP) for candidates.
- D. Enable DocuSign integration for eSignatures.

Answer: B

Explanation:

For external candidates to accept an online offer without using an eSignature, an email template containing a token that directs candidates to the Career Portal is required. This token allows candidates to access the online offer acceptance page directly.

Configure the Email Template with Online Offer Token:

Go to Admin Center > Manage Recruiting Email Templates.

Create or edit an email template to include the online offer token, which provides candidates with a link to review and accept their offer on the Career Portal.

Testing the Online Offer Process:

Send a test offer to verify that the link directs candidates to the offer acceptance page without requiring an eSignature.

Reference:

Explanation of Incorrect Options:

B (Enable candidate privacy) and D (Enable RBP for candidates) do not directly enable the online offer acceptance without eSignature.

C (Enable DocuSign integration) is relevant for eSignatures but is not necessary if the organization opts not to use eSignatures for online offers.

NEW QUESTION # 66

You need to set up a route map step where the Hiring Manager reviews a job requisition during the creation process. This hiring manager does NOT necessarily need to be the person who creates the form.

What needs to be configured in the first step of the Route Map? Note: There are 2 correct answers to this question.

- **A. The Hiring Manager (G) needs to be added to the modify step.**
- B. The modify step needs to be configured as a single role type.
- **C. The modify step should be configured as an iterative or collaborative step depending on the requirements of the customer.**

- D. The Originator role needs to be added to the modify step.

Answer: A,C

Explanation:

To allow the Hiring Manager to review the job requisition during its creation, the Route Map should be configured as follows:

Add Hiring Manager (G) to Modify Step (Option B):

This configuration allows the Hiring Manager to review and, if necessary, modify the job requisition without being the form's creator.

Assigning the G role to the modify step grants them this permission.

Configure as Iterative or Collaborative Step (Option D):

Set the modify step as collaborative if multiple roles need concurrent access to review, or iterative if each reviewer should access the requisition one after another.

Reference:

Explanation of Incorrect Options:

Option A: The Originator role would apply only if the creator of the requisition must participate in this modify step.

Option C: Configuring a single role type restricts access to one user, limiting flexibility in a review process that might require multiple reviewers.

NEW QUESTION # 67

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