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## SAP C-THR83-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>• 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.</li></ul>

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

### **NEW QUESTION # 74**

Interview Scheduling and Outlook integration are enabled.

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

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

**Answer: B**

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.

Reference:

Explanation of Incorrect Options:

Option A - Career Portal: The interviewer's availability is not populated from the career portal.

Option B - Interview Central: This centralizes interview management but does not directly enter time slots.

Option C - Interview: Time slots are not manually entered; they sync with Outlook.

### **NEW QUESTION # 75**

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

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

**Answer: B**

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.

: SAP SuccessFactors Recruiting Management User Guide - Managing Location Data with Picklist Center.

### **NEW QUESTION # 76**

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

- **A. Establish release management.**
- B. Define roles and responsibilities as part of a process transformation office.
- C. Establish an organizational structure technical foundation and transformation methodology for clean core.
- **D. Integrate clean core practices in the end-to-end value process chain.**

- E. Establish regular housekeeping tasks and procedures.

**Answer: A,D,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 # 77

You have configured a custom field in the Job Requisition template and would like to use the custom field as a token in the Job Description and in the Recruiting E-mail templates.

How do you do this? Note: There are 2 correct answers to this question.

- A. Add the field in the Job Requisition > Listing Layout Fields.
- B. Ensure the field is configured as a public field in the Job Requisition template.
- C. Configure the field as token in Provisioning > Configure Custom Token Settings.
- D. Configure the field as a reportable field within Provisioning > Configure Reportable Fields.

**Answer: C,D**

Explanation:

To use a custom field as a token in Job Descriptions and Recruiting Email templates, certain configurations in Provisioning are required to ensure the field is recognized by the system as a token and is reportable.

Configure as a Token in Provisioning (Option A):

Go to Provisioning > Configure Custom Token Settings.

Add the custom field to be used as a token, enabling its availability in job descriptions and email templates.

Set as Reportable Field in Provisioning (Option D):

In Provisioning > Configure Reportable Fields, configure the field to ensure it is available in reports and other templates, including email and requisition templates.

Testing and Verification:

After configuration, test the token in a job description or email template to ensure it displays correctly.

Reference:

Explanation of Incorrect Options:

Option B: Listing Layout Fields relates to display settings on the job listing and does not impact token functionality.

Option C: Making the field public does not automatically configure it as a token.

### NEW QUESTION # 78

You need to allow candidates to search for jobs in a specific country. What do you need to do?

- A. Configure a background element and map it to the Succession Data Model.
- B. Configure the derived country field and add it as a filter on the Internal and External Search settings.
- C. Configure the country field on the application template to allow candidates to search for jobs in their country.
- D. Configure a filter field and add it to the Internal and External Search settings.

**Answer: D**

## NEW QUESTION # 79

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