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SAP C-THR83-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"> Candidate Management: This section of the exam measures skills of Recruitment Coordinators and covers the processes for tracking and progressing candidates through the recruitment lifecycle. Candidates need to show proficiency in managing candidate statuses, evaluations, and pipeline reporting.
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"> 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 5	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q77-Q82):

NEW QUESTION # 77

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 Settings
- D. Manage Recruiting Triggers

Answer: B

NEW QUESTION # 78

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. Establish regular housekeeping tasks and procedures.**
- **C. Establish release management.**
- D. Define roles and responsibilities as part of a process transformation office.
- **E. Integrate clean core practices in the end-to-end value process chain.**

Answer: B,C,E

NEW QUESTION # 79

What field-permission do you configure on the Candidate Profile template?

- A. None read and write for dynamic groups only
- B. Read and write for candidates only
- C. None read and write for candidates and dynamic groups
- **D. Read and write permissions for candidates and dynamic groups**

Answer: D

NEW QUESTION # 80

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

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

Answer: B

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 # 81

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

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

Answer: B,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.

NEW QUESTION # 82

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