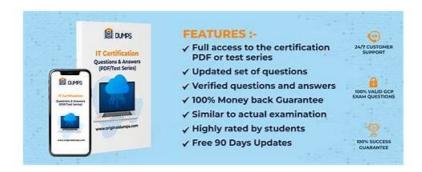
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SAP C THR83 2505 Exam Syllabus Topics:

Topic	Details
Topic 1	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 2	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 3	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 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	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 (Q51-Q56):

NEW QUESTION #51

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

- A. Pre-screening questions can be set to be disqualifier questions.
- B. Pre-screening questions are added directly to the Application XML.
- 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: A,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.
- : SAP SuccessFactors Recruiting Management Implementation Guide Configuring and Managing Pre- screening Questions. 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 #52

What could cause an automated e-mail notification to be triggered? Note: There are 2 correct answers to this question.

- A. A change in the setup of a pre-screening question
- B. A change in the label of a status
- C. A change in an applicant status
- D. A change in a candidate password

Answer: C,D

NEW QUESTION # 53

You have updated a standard field label in the Job Requisition template. However this change was NOT reflected when creating a new job requisition. What must be configured? Note: There are 2 correct answers to this question.

- A. The field label must be updated in the permission section of the Job Requisition template.
- B. The field label must be updated in Custom Token Settings in Provisioning.
- C. The new field label must be updated in Job Requisition System Field Labels in Provisioning or Admin Center.
- D. The field label must be updated in the Job Requisition template field definition.

Answer: B

NEW QUESTION #54

Which of the following fields would you map between the Candidate Profile and the People Profile? Note: There are 2 correct answers to this question.

- · A. Expected salary
- B. Professional membership

- C. Language skills
- D. Available start date

Answer: B,C

NEW QUESTION #55

Who can edit an existing recruiting group?

- A. The original creator of the requisition template
- B. The original creator of the recruiting group
- C. All members of the recruiting group
- D. All users with appropriate administrative permissions

Answer: D

Explanation:

In SAP SuccessFactors, recruiting groups are managed by users who hold the necessary administrative permissions. This ensures that individuals with relevant access can modify recruiting groups, which control user permissions for recruiting actions and processes.

- * Administrative Permissions Requirement:
- * Users with administrative permissions can access and edit existing recruiting groups, making adjustments to membership or permissions as necessary for recruiting functions.
- : SAP SuccessFactors Recruiting Management User Guide Managing and Editing Recruiting Groups. Explanation of Incorrect Options:

Option A (Original creator): Recruiting groups are not restricted to the original creator for editing.

Option C and D: The requisition template creator and group members do not automatically have editing rights without administrative permissions.

NEW QUESTION #56

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