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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 | • 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 | • 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 4 | • 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. |

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| 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 | • 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 7 | • 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 (Q12-Q17):

**NEW QUESTION # 12**
Where do you grant a user access to Recruiting E-mail Templates?

- A. In Admin Center # Manage Recruiting Settings
- B. In Admin Center # Manage Permission Roles
- C. In Provisioning # Managing Recruiting
- D. In Provisioning # Company Settings

**Answer: B**

Explanation:
To grant a user access to Recruiting Email Templates, permissions must be assigned via Manage Permission Roles in Admin Center. Permissions control which users or roles can access, view, and manage recruiting email templates.
* Steps to Grant Access:
* Go to Admin Center > Manage Permission Roles.
* Select the role for which you want to grant access to email templates.
* In the role permissions, navigate to Recruiting Permissions and check the option for Manage Recruiting Email Templates.
* Save the changes to apply the permissions.
: SAP SuccessFactors Recruiting Management Security and Permissions Guide - Recruiting Permissions section.
Explanation of Incorrect Options:
Option A - In Provisioning # Company Settings: Provisioning is used primarily for backend configurations and system setup, but it does not directly control user access permissions to email templates.
Option B - In Admin Center # Manage Recruiting Settings: This area allows configuration of recruiting- related settings but does not control user-specific permissions.
Option C - In Provisioning # Managing Recruiting: Provisioning is not where user access to recruiting email templates is configured.

**NEW QUESTION # 13**
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. Remove a contract with a posting job board.
- C. Repost the job automatically after the expiration date.
- D. Post the job to additional job boards.

**Answer: A,D**

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 # 14**
When creating multi-stage application permission blocks which of the following must be defined in the permission? Note: There are 2 correct answers to this question.

- A. Permission type (read or write)
- B. Status label
- C. Applicant type
- D. Operator

**Answer: A,D**

Explanation:
In multi-stage application settings, each permission block must define certain elements to control access for different stages of the application process:
Operator (Option A):
The operator refers to users involved in the recruiting process, such as hiring managers, recruiters, and approvers. Each permission block must define the operator to specify who has access to the application stage.
Steps:
Go to Admin Center > Manage Recruiting Roles.
Configure each operator's access to the relevant stage.
Reference:
Permission Type (read or write) (Option C):
Each permission block must also specify the type of access-either read or write-allowing you to control who can view or edit application information at a given stage.
Steps:
In the Application Template XML, define the read/write access for each stage and operator.
Explanation of Incorrect Options:
Option B: Applicant type does not need to be specified in each permission block; permissions are applied based on stages and roles.
Option D: Status labels are not required in permission blocks; they are typically used for candidate status tracking.

**NEW QUESTION # 15**
Where are background elements mapped to synchronize the data between People Profile and the Candidate Profile?

- A. In the Succession Data Model
- B. In the Candidate Profile template
- C. In the Job Requisition template
- D. In the Application template

**Answer: B**

Explanation:
Background elements, which allow for the capture of information such as previous employment or education, are mapped within the Candidate Profile template. This mapping supports synchronization between the People Profile and Candidate Profile.
* Steps to Configure:
* In the Candidate Profile template, define the mapping for background elements that should sync with the People Profile.
* This mapping will ensure that relevant candidate information flows between the profiles seamlessly.
: SAP SuccessFactors Recruiting Management and Employee Central Integration Guide - Synchronizing Background Elements.
Explanation of Incorrect Options:
Option A - Job Requisition Template: The requisition template does not handle candidate profile background mappings.
Option B - Succession Data Model: The Succession Data Model is unrelated to Candidate Profile background element mapping.
Option D - Application Template: Background elements are mapped specifically in the Candidate Profile template, not the Application template.

**NEW QUESTION # 16**
Where are the values located for the fields of "country" and "stateProvince" when the field type is derived?

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

**Answer: D**

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.

**NEW QUESTION # 17**
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