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Exam : **C-THR83-2505**

Title : SAP Certified Associate -
Implementation Consultant -
SAP SuccessFactors Recruiting:
Recruiter Experience

Vendor : SAP

Version : DEMO

NO.1 You want to trigger e-mails by candidate status. Where is the trigger configured?

- A.** In Edit Applicant Status Configuration
- B.** In E-mail Notification Template Settings
- C.** In Recruiting E-mail Triggers
- D.** In Manage Recruiting E-mail Templates

Answer: A

Explanation:

To trigger emails by candidate status, the appropriate configuration is done in the Edit Applicant Status Configuration section. Here, administrators can define email notifications based on specific candidate status changes.

* Steps to Configure:

* Go to Admin Center > Edit Applicant Status Configuration.

* Select the relevant status and specify the email template to trigger for each status change.

* Save the configuration to ensure that emails are triggered automatically based on status changes.

: SAP SuccessFactors Recruiting Management Configuration Guide - Applicant Status and Email Triggers section.

Explanation of Incorrect Options:

Option B - In E-mail Notification Template Settings: This is for managing general email templates, not configuring status-based triggers.

Option C - In Recruiting E-mail Triggers: This option does not exist as a specific configuration area.

Option D - In Manage Recruiting E-mail Templates: This is used to manage email templates but does not control the triggering mechanism for candidate status changes

NO.2 What needs to be enabled for an external candidate to accept an online offer without using an eSignature?

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

Answer: A

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.

: SAP SuccessFactors Recruiting Management Implementation Guide - Configuring Online Offer Acceptance without eSignature.

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.

NO.3 Which of the following location object data will populate into the job posting details when using the Map to Location Foundation Object field completion rule for Location in Recruiting Posting?

Note: There are 3 correct answers to this question.

- A. State/Province
- B. Country/Region
- C. Postcode
- D. Language
- E. Location

Answer: B C E

NO.4 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. Manage Recruiting Triggers
- 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.

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

NO.5 Interview Scheduling and Outlook integration are enabled.

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

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

Answer: D

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.

: SAP SuccessFactors Recruiting Management Interview Scheduling Guide - Outlook Calendar Integration.

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.

NO.6 In order for Competencies to auto-populate in a Job Requisition which of the following must be done? Note:

There are 2 correct answers to this question.

A. The Job Description library must be configured for each job family and role.

B. Families and Roles are implemented and maintained with competencies mapped.

C. The competencies field must be defined in the Job Requisition template.

D. Job Profile Builder must be configured.

Answer: B C

NO.7 What is the purpose of a job board credit?

A. To pay Recruiting Posting to complete the job posting

B. To pay a customer by Recruiting Posting when a new Posting Profile is created

C. To pay a job board to complete a job posting

D. To pay a customer by job board when a new job is posted to the job board

Answer: C

Explanation:

A job board credit in SAP SuccessFactors Recruiting Posting is a unit or token used to pay a job board for posting a job. Many job boards operate on a credit system where each job posting requires one or more credits for the job to be posted publicly.

* Job Board Credit Usage:

* When an organization posts a job to an external job board, Recruiting Posting deducts the required number of credits from the organization's account with that job board. This allows the job board to complete and publish the job posting.

: SAP SuccessFactors Recruiting Posting User Guide - Understanding Job Board Credits and Payment Models.

Explanation of Incorrect Options:

Options A, B, and D do not accurately describe the purpose of a job board credit, which is specifically used to pay job boards for job postings.

NO.8 Why does a user need to wait to use a job board after it has been added from the Job Board

Market Place?

Note: There are 2 correct answers to this question.

- A.** Posting Profiles need to be associated with a contract.
- B.** Recruiting Posting needs to synchronize.
- C.** The job board may need to activate the configuration.
- D.** Recruiting Posting may need to activate the configuration.

Answer: B D