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Exam : **C_THR83_2505**

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

Version : DEMO

1.Which object type is recommended to be configured with the multi-selection attribute?

Solution:

The correct answer is **C. Location Foundation Object**.

As per SAP Learning documentation, several Foundation Object (FO) and Generic Object (GO) fields can be configured with the multi-select attribute. A typical use case is when a job requisition spans multiple locations — in which case the **Location Foundation Object** is set as an mfield with `multiselect = true` to allow users to select more than one location

Reference : <https://learning.sap.com/>

Hence, among the given options, the **Location Foundation Object** is the recommended object type for enabling the multi-select attribute.

- A. No objects can use the multi-select attribute
- B. Department Generic Object
- C. Location Foundation Object
- D. Division Generic Object

Answer: C

2.What is the purpose of the interviewGuide field on the Job Requisition template?

Solution:

The correct answer is **D. To upload standard operating procedures for conducting an interview**.

On SAP's Learning site under *Configuring Interviews*, it specifies that the interviewGuide field must be added above the Comments section in the Job Requisition Data Model template and will enable users to upload interview guidelines or procedures into Interview Central.

Reference : <https://learning.sap.com/>

- A. To allow interviewers to invite a candidate to join Interview Central in order to conduct an interview
- B. To allow the hiring manager to send a message to the interviewers
- C. To provide candidates with logistics information for an interview
- D. To upload standard operating procedures for conductingan interview
- E. Offer

Answer: D

3.You want to send a candidate an Ad-hoc e-mail but you CANNOT find the e-mail template you have configured.

What could be the cause of this problem? Note: There are 2 correct answers to this question.

- A. The e-mail is NOT linked to the correct e-mail notification template.
- B. The selected language is NOT correct.
- C. The e-mail is NOT enabled.

D. The e-mail is NOT assigned to the correct e-mail trigger.

Answer: B C

Explanation:

In SAP SuccessFactors Recruiting, there are several possible reasons why an email template may not appear in the Ad-hoc email selection. Here's a detailed breakdown of the causes and solutions as per SuccessFactors Recruiting documentation:

Selected Language is NOT Correct (Option B):

SAP SuccessFactors Recruiting offers multi-language support. When configuring email templates, each template can be defined in multiple languages. If a user selects a language for which the email template is not configured, the template will not be visible in the email selection options.

Steps to Check:

Go to Admin Center > Manage Recruiting Email Templates.

Open the desired email template and check if it has content for the language selected by the user.

Add the required translations for missing languages if needed.

Reference: SAP SuccessFactors Recruiting Management Implementation Guide - Email Template Configuration section.

Email is NOT Enabled (Option C):

For an email template to be accessible, it must be enabled in the system. If the email template has not been enabled, it will not be available for ad-hoc use. Steps to Enable:

Navigate to Admin Center > Manage Recruiting Email Templates.

Locate the template in question, open its settings, and verify if it is enabled. If it is not, select the option to enable it.

Reference: SAP SuccessFactors Recruiting Management User Guide - Enabling Email Templates.

Explanation of Incorrect Options:

Option A - The email is NOT linked to the correct email notification template:

Email notification templates and ad-hoc email templates function independently in SAP SuccessFactors Recruiting. Notification templates are used for automatic notifications triggered by specific actions, while ad-hoc templates are manually selected by users. This separation means that an ad-hoc email template does not need to be linked to a notification template.

Option D - The email is NOT assigned to the correct email trigger:

Triggers are primarily used for system-generated notifications based on events, not for ad-hoc emails.

Ad-hoc emails do not require a trigger to be visible to users, so this is not a relevant cause.

4. In Admin Center where would you configure the e-mail template that is associated with the requisition route map?

A. Manage Recruiting Groups

B. Manage Recruiting Settings

C. Manage Offer Letter Template

D. E-mail Template Notification Settings

Answer: D

Explanation:

To configure an email template associated with a requisition route map in SAP SuccessFactors Recruiting, administrators must use the E-mail Template Notification Settings. This is where email templates tied to various actions in the recruiting process, including requisition approval workflows (route

maps), are managed and assigned.

Steps to Configure:

Go to Admin Center > E-mail Template Notification Settings.

Within this section, locate the templates associated with requisition events or requisition route maps.

Customize or assign the appropriate email template based on the route map stage or approval action for requisitions.

Reference: SAP SuccessFactors Recruiting Management Implementation Guide - Requisition Route Map and Email Notifications sections.

Explanation of Incorrect Options:

Option A - Manage Recruiting Groups: This option is used to define recruiting groups for managing permissions across recruiting users, not for configuring email templates.

Option B - Manage Recruiting Settings: This setting allows configuration of general recruiting preferences but does not manage specific email templates.

Option C - Manage Offer Letter Template: This option is used exclusively for configuring offer letter templates, not requisition-related emails.

5. Where do you grant a user access to Recruiting E-mail Templates?

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

Answer: D

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.

Reference: 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.