SAP SF RCM Course

Module 1: Introduction to SAP RCM

- Overview of SAP SuccessFactors Talent Acquisition Suite (RCM, RMK, Onboarding)
- Role of RCM in the hiring process
- Key differences: RCM vs RMK (Recruiting Marketing) vs RBP (Role-Based Permissions)
- Integration of RCM with other modules (EC, PMGM, Onboarding, Succession & Development)
- Navigation in SuccessFactors

Module 2: Recruiting Setup & Configuration

- Provisioning & Admin Center basics
- Recruiting permissions (Role-Based Permissions)
- Managing recruiting roles (Recruiter, Hiring Manager, Candidate, etc.)
- Setting up job requisition templates
- Candidate profile templates

📌 Hands-on: Configure a sample recruiting role and requisition template

Module 3: Job Requisition Management

- Job requisition creation process
- Approval workflows for requisitions
- Job fields, operators, and requisition templates
- Route maps in recruiting
- Job posting management (internal & external career site)

📌 Hands-on: Create and approve a job requisition with routing

Module 4: Candidate Management

- Candidate application process
- Candidate profile & application templates
- Candidate pipelines & statuses
- Candidate forwarding, interview scheduling, offer approval process
- Background elements in candidate profile

📌 Hands-on: Create candidate pipeline stages for a new job role

Module 5: Recruiting Templates & XML Customization

- Job requisition template XML configuration
- Candidate profile template XML
- Application template XML
- Offer letter templates
- Best practices for XML vs Admin Center setup

Module 6: Offer Management

- Offer letter templates (standard & custom)
- Offer approval workflows
- Generating and extending offers
- Integration with Compensation (salary, bonus, benefits data)
- ==Offer Details XML basic review.==

📌 Hands-on: Configure a digital offer letter template

Module 7: Recruiting Marketing (RMK) & Career Site

- Basics of RMK (Recruiting Marketing)
- Career Site Builder (CSB) overview
- Setting up job postings on RMK
- Candidate experience journey
- Mobile-optimized career site design

📌 Hands-on: Build a sample career site with CSB

Module 8: Recruiting Reports & Analytics

- Standard recruiting reports
- Ad Hoc reporting for recruiting data
- Recruiting metrics & KPIs (time-to-fill, offer acceptance, candidate pipeline health)
- People Analytics (Stories in SAP SuccessFactors) for recruiting

📌 Hands-on: Build a hiring funnel dashboard

Module 9: Integration with Other Modules

- RCM + Onboarding (candidate to employee flow)
- RCM + Employee Central (EC)
- RCM + Background checks (integration with third-party vendors)
- RCM + LMS (for hiring-linked learning)

Module 10: Security, Compliance & GDPR

- Role-Based Permissions (RBP) in Recruiting
- Data privacy & GDPR compliance
- Anonymization and purge rules for candidate data
- Recruiting auditing

Module 11: Advanced Recruiting Features

- Recruiting Posting (multi-channel job posting)
- Interview scheduling integrations (Outlook, MS Teams, Zoom)
- Talent Pools & Candidate Relationship Management (CRM in Recruiting)
- AI & Predictive analytics in Recruiting (intelligent candidate matching)

Module 12: Real-Time Scenarios & Capstone Project

- End-to-End recruiting process: Job requisition → Posting → Candidate pipeline → Offer → Onboarding
- Industry-specific scenarios (IT hiring, campus recruitment, high-volume recruiting)
- Capstone Project: Configure a complete recruiting cycle for a sample company (with job requisition, career site, candidate workflow, and offer process)