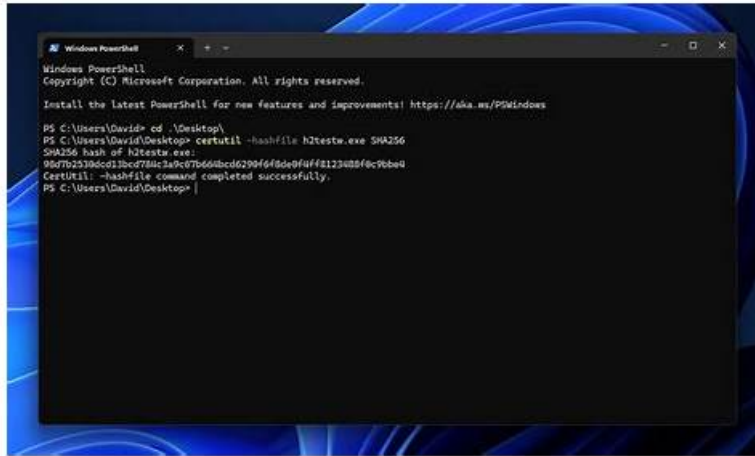


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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• Candidate Relationship Management: This section of the exam evaluates the knowledge of Implementation Specialists in configuring and managing Candidate Relationship Management features, including campaigns, talent pools, and engagement workflows to support proactive recruiting strategies.
Topic 2	<ul style="list-style-type: none">• Career Site Design and Accessibility: This section of the exam measures the ability of Implementation Specialists to design career sites with a focus on user experience and accessibility standards, ensuring compliance and aesthetic consistency across devices.
Topic 3	<ul style="list-style-type: none">• Site Setup: This section of the exam evaluates the knowledge of SAP Consultants in setting up foundational elements of the external career site, such as domain configuration, site URLs, and basic technical alignment with SAP SuccessFactors Recruiting.
Topic 4	<ul style="list-style-type: none">• Other Career Site Setup: This section of the exam measures skills of SAP Consultants in configuring additional site features like data capture forms, metadata tags, and search engine optimization settings to enhance site performance and engagement.
Topic 5	<ul style="list-style-type: none">• Move to Production: This section of the exam evaluates the skills of SAP Consultants in finalizing configuration and deploying the completed site from the staging environment to production, ensuring readiness and quality assurance prior to go-live.

Topic 6	<ul style="list-style-type: none"> • Candidate Experience Overview and Project Kickoff: This section of the exam measures skills of Implementation Specialists and covers the initial stages of a Candidate Experience project, including scope definition, stakeholder alignment, and planning activities for launching a SuccessFactors Career Site Builder (CSB) implementation.
Topic 7	<ul style="list-style-type: none"> • Career Site Builder Pages and Components: This section of the exam evaluates the knowledge of Implementation Specialists in creating and managing pages and content blocks using Career Site Builder components, supporting modular design and dynamic content presentation.
Topic 8	<ul style="list-style-type: none"> • Configure Locales: This section of the exam assesses the ability of Implementation Specialists to configure multiple locales on the career site, allowing organizations to deliver multilingual experiences tailored to global audiences.
Topic 9	<ul style="list-style-type: none"> • Job Delivery: This section of the exam measures the competency of Implementation Specialists in configuring job delivery mechanisms, including job postings and integrations with external platforms to ensure jobs are accurately distributed.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q58-Q63):

NEW QUESTION # 58

Assume that your customer owns a chain of retail stores. They require talent pools based on attributes of the stores, such as Goods Sold and Store Size. What are the steps to achieve this use case? Note: There are 2 correct answers to this question.

- **A. Edit the talent pool and select values for the additional attributes.**
- **B. Create custom generic objects for Goods Sold and Store Size.**
- C. Use the standard filter fields in SAP SuccessFactors HXM Suite to represent the attributes.
- D. When naming the talent pool, list all of the attributes and their values.

Answer: A,B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Talent pools can be customized for retail-specific attributes to support targeted recruitment:

* Option A (Edit the talent pool and select values for the additional attributes): Correct. After creating custom attributes (e.g., Goods Sold, Store Size), recruiters can edit the talent pool in Recruiting Management to select specific values (e.g., "Electronics" for Goods Sold, "Large" for Store Size) to filter candidates.

* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Once custom attributes are defined, edit the talent pool in Recruiting Management to select specific values for those attributes, tailoring the pool to specific criteria like Goods Sold or Store Size."

* Reasoning: This step refines the pool by applying filters, ensuring candidates match store-specific needs. For example, a talent pool named "Retail Electronics Staff" can include candidates with "Electronics" and "Medium" store size preferences.

* Practical Example: In "Best Run Retail," a recruiter edits the "Electronics Talent Pool," selecting "Electronics" and "Large" to target candidates for big stores.

* Option C (Create custom generic objects for Goods Sold and Store Size): Correct. Custom Generic Objects in Admin Center extend the system to define these unique attributes, linking them to candidate or job data for use in talent pools.

* SAP Documentation Excerpt: From the Configuration Guide: "To support attributes like Goods Sold and Store Size in talent pools, create custom Generic Objects in Admin Center to define these fields, then associate them with candidate profiles or job requisitions."

* Reasoning: Standard fields (e.g., Location) don't cover store-specific data, so creating "GoodsSold" (values: Electronics, Clothing) and "StoreSize" (values: Small, Medium, Large) as Generic Objects enables this use case. This is a foundational setup in Provisioning > Manage Data.

* Practical Example: For "Best Run," a consultant configures "GoodsSold" with picklist values, then maps it to the talent pool interface.

* Option B (When naming the talent pool, list all of the attributes and their values): Incorrect.

Naming is descriptive (e.g., "Electronics Staff Pool"), but attributes and values are set via configuration, not the name itself.

: SAP SuccessFactors Recruiting: Candidate Experience - Talent Pool Administration Guide.

NEW QUESTION # 59

What are some leading practices regarding text on websites? Note: There are 3 correct answers to this question.

- A. Avoid using bulleted or numbered lists.
- B. Use a serif font (such as Times New Roman), rather than a sans-serif font (such as Arial).
- C. Break up lengthy content and separate with headings.
- D. Use half the word count or less than conventional writing.
- E. Use high contrast text, for example, black text on a white background.

Answer: C,D,E

NEW QUESTION # 60

In order to add the Cloud Skills component to the Career Site, which of the following must be enabled? Note: There are 2 correct answers to this question.

- A. Multi-Stage Applications
- B. Unified Data Model
- C. Mobile Apply
- D. Legacy Candidate Workbench

Answer: B,C

NEW QUESTION # 61

Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

- A. Consultant submits a request through the SAP Support Portal
- B. Professional Services
- C. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal
- D. Functional consultant or customer

Answer: D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Submitting sitemap links to search engines like Google and Bing post-production ensures the CSB site is indexed for SEO. Let's break down the responsibility:

* Option B (Functional consultant or customer): Correct. After the CSB site goes live, either the functional consultant or the customer submits the sitemap (e.g., via Google Search Console or Bing Webmaster Tools). This is a post-implementation task typically handled by the party managing the site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Once the CSB site is moved to production, it is the responsibility of the functional consultant or the customer to deliver the sitemap links to search engines such as Google and Bing to ensure proper indexing and SEO optimization."

* Reasoning: The sitemap (e.g., careers.company.com/sitemap.xml) is auto-generated by CSB. The consultant might assist during handover (e.g., in a training session), but the customer often takes ownership post-go-live using their own SEO tools. For example, a consultant might log into Google Search Console with the customer's credentials to submit it initially, then train them to manage

updates.

* Practical Example: For "Best Run Corp," the consultant submits the sitemap on Day 1 post-launch, then the customer's marketing team monitors crawl status weekly.

* Option A (Consultant submits a request through the SAP Support Portal): Incorrect. The SAP Support Portal is for technical issues, not SEO tasks like sitemap submission.

* Option C (Professional Services): Incorrect. Professional Services handles broader implementations, not routine post-launch tasks like this.

* Option D (Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal): Incorrect. The HXM Cloud Operations Portal is for system management, not search engine submissions.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SEO and Post-Production Tasks).

NEW QUESTION # 62

Based on leading practices, which of the following page types can contain job listings?

- A. Content page
- **B. Category page**
- C. Home page
- D. Landing page

Answer: B

NEW QUESTION # 63

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