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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none">• Career Site Builder Global Settings and Global Styles: This section of the exam assesses the configuration skills of SAP Consultants related to the global settings and design styles that govern the overall look and feel of the career site, such as fonts, color schemes, and layout defaults.
Topic 3	<ul style="list-style-type: none">• Implement Advanced Analytics: This section of the exam assesses the skills of SAP Consultants in setting up and utilizing advanced analytics tools that track candidate behavior, site traffic, and performance metrics for actionable insights.
Topic 4	<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 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"> • 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 7	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q26-Q31):

NEW QUESTION # 26

Which of the following statements describe recruitment marketing? Note: There are 2 correct answers to this question.

- A. The practice of promoting the value of an employer's brand in order to recruit talent
- B. The collection of candidate information and organization of prospects based on experience and skills
- C. The focus is on the immediate need to fill a specific job opening
- D. The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job

Answer: C,D

NEW QUESTION # 27

As part of their sales2023 campaign, your customer wishes to post a link to YouTube that directs candidates to the Sales Jobs category page. Which URL contains the correct tracking links for this scenario?

- A. https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023
- B. https://jobs.company.com/go/Sales-Jobs/597140/&utm_source=sales2023&utm_campaign=youtube
- C. https://jobs.company.com/go/Sales-Jobs/597140/?utm_campaign=sales2023
- D. https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=sales2023&utm_campaign=youtube

Answer: D

NEW QUESTION # 28

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. Use the standard filter fields in SAP SuccessFactors HXM Suite to represent the attributes.
- B. When naming the talent pool, list all of the attributes and their values.

- C. Edit the talent pool and select values for the additional attributes.
- D. Create custom generic objects for Goods Sold and Store Size.

Answer: C,D

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 # 29

Which footer links are recommended on every Career Site Builder site to support search engine optimization (SEO)? Note: There are 2 correct answers to this question.

- A. Top Job Searches
- B. Careers Home
- C. Corporate Home
- D. View All Jobs

Answer: A,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Footer links in Career Site Builder (CSB) boost SEO by aiding search engine crawlers in indexing content.

Let's identify the recommended links:

* Option B (Top Job Searches): Correct. Links to popular search terms enhance keyword indexing and user navigation.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Include

'Top Job Searches' in the footer to link to frequently searched job terms, improving SEO by ensuring search engines index key candidate queries."

* Reasoning: On careers.bestrun.com, "Top Job Searches" might link to "Software Engineer Jobs" and "Sales Jobs," providing crawlable paths for Googlebot to index these terms. This is configured in CSB > Global Styles > Footer.

* Practical Example: For "Best Run," adding links to "Engineering Jobs" increases crawl depth, verified in Google Search Console.

* Option C (View All Jobs): Correct. A comprehensive job list link improves site crawlability and coverage.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "View All Jobs' is a recommended footer link to provide search engines with a single entry point to all job listings, enhancing SEO visibility."

* Reasoning: A link to careers.bestrun.com/all-jobs ensures all active jobs are discoverable, boosting indexation. This is a static link added to the footer.

* Practical Example: "Best Run" includes this link, and a crawl test shows 100% job coverage.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SEO Practices).

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