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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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.
Topic 6	• 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 7	• 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 8	• 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 9	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q66-Q71):

NEW QUESTION # 66
You have enabled and created a branded email layout for your customer. When can this custom email layout be used? Note: There are 2 correct answers to this question.

- A. When sending an email associated with a Recruiting email trigger
- B. When sending an email from the Applicant Workbench
- C. When sending an email associated with an applicant status
- D. When sending an email from the Candidate Search page

Answer: A,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:
In SAP SuccessFactors Recruiting: Candidate Experience, a branded email layout enhances candidate communication with consistent company branding. The custom layout applies to specific email scenarios:
* Option B (When sending an email associated with an applicant status): Correct. Emails tied to applicant status changes (e.g., "Application Received," "Interview Scheduled") can use the branded layout when configured in E-Mail Notification Templates

Settings. This is a common use case for candidate-facing communications in Recruiting Management.
* Option D (When sending an email associated with a Recruiting email trigger): Correct. Recruiting email triggers (e.g., "Data Capture Form Submitted - Welcome and Set Password Email") are configured to notify candidates based on specific actions. These emails, set up in Recruiting Email Triggers, can leverage the branded layout for consistency.
* Option A (When sending an email from the Applicant Workbench): Incorrect. The Applicant Workbench is an internal tool for recruiters to manage candidates, and emails sent from here typically use ad-hoc or manual templates, not the branded layout designed for automated candidate communication.
: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Email Configuration Guide; Career Site Builder Administration Guide.

NEW QUESTION # 67
Which of the following quick links are available in Command Center? Note: There are 3 correct answers to this question.

- A. Recruiting Advanced Analytics
- B. API Credentials
- C. Delete Jobs
- D. Career Site
- E. Career Site Builder

Answer: A,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Command Center in SAP SuccessFactors Recruiting Marketing serves as a centralized hub for managing key tools and processes. Let's examine the available quick links:
* Option B (Career Site Builder): Correct. This link provides direct access to the CSB administrative interface for site configuration.
* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "Command Center includes a quick link to Career Site Builder, enabling administrators to access CSB directly for site configuration and maintenance tasks."
* Reasoning: Clicking this link in Command Center opens CSB (e.g., to edit Global Styles or add pages), streamlining workflow for administrators managing careers.bestrun.com.
* Practical Example: A consultant at "Best Run" uses this to navigate to CSB and adjust the header layout.
* Option C (Career Site): Correct. This link allows a preview of the live CSB site as candidates see it.
* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "The Career Site quick link in Command Center provides immediate access to view the customer's live career site as candidates see it."
* Reasoning: It opens a new tab to careers.bestrun.com, enabling real-time validation of design or job postings without logging into CSB admin.
* Practical Example: For "Best Run," a recruiter previews careers.bestrun.com to ensure the
"Sales Jobs" page loads correctly.
* Option D (Recruiting Advanced Analytics): Correct. This link directs to the AA dashboard for recruitment insights.
* SAP Documentation Excerpt: From the Advanced Analytics Guide: "From Command Center, the Recruiting Advanced Analytics quick link directs users to the analytics dashboard for reviewing recruitment metrics and trends."
* Reasoning: It provides access to reports on source performance or hires, critical for strategic decisions at careers.bestrun.com.
* Practical Example: A manager at "Best Run" clicks to view a graph of applications by source.
* Option A (Delete Jobs): Incorrect. Job deletion is handled in Recruiting Management (e.g., Applicant Workbench), not a Command Center link.
* Option E (API Credentials): Incorrect. API credentials are managed in CSB > Tools > Manage API Credentials, not Command Center.
: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide (Command Center); Advanced Analytics Guide.

NEW QUESTION # 68
What are some SAP-recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Define roles and responsibilities as part of a process transformation office.
- B. Integrate clean core practices in the end-to-end value process chain.
- C. Establish release management.
- D. Establish an organizational structure, technical foundation, and transformation methodology

- E. Establish regular housekeeping tasks and procedures.

Answer: B,C,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:
SAP's clean core strategy minimizes customizations to maintain system integrity and adaptability. Let's explore the guiding principles:
* Option A (Establish release management): Correct. Structured release management ensures updates are applied systematically, preserving clean core standards.
* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:
"Establishing release management is a guiding principle for clean core operations, ensuring that updates are applied systematically without disrupting standard functionality."
* Reasoning: For CSB, scheduling quarterly updates (e.g., patching via Command Center) with testing in Stage prevents conflicts with custom code, aligning with SAP's quarterly release cycles (e.g., Q1 2025).
* Practical Example: "Best Run" plans releases, reviewing release notes on sap.com to apply CSB enhancements cleanly.
* Option C (Establish regular housekeeping tasks and procedures): Correct. Routine maintenance prevents data or configuration clutter.
* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:
"Regular housekeeping tasks, such as data cleanup and configuration reviews, are recommended to maintain a clean core and prevent technical debt."
* Reasoning: Monthly tasks like archiving old jobs or reviewing field mappings in Admin Center keep careers.bestrun.com efficient.
* Practical Example: "Best Run" runs a cleanup script to remove expired requisitions, verified in a test tenant.
* Option D (Integrate clean core practices in the end-to-end value process chain): Correct.
Embedding clean core ensures process alignment with SAP standards.
* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:
"Integrating clean core practices into the end-to-end value process chain aligns customizations with SAP standards, enhancing system longevity."
* Reasoning: Using OData APIs for CSB integrations (e.g., job sync) instead of custom scripts maintains upgradability.
* Practical Example: "Best Run" adopts OData for Real Time Job Sync, avoiding legacy SOAP issues.
* Option B: Incorrect. A process transformation office is an organizational choice, not a core principle.
* Option E: Incorrect. This is an implementation approach, not a specific clean core guideline.
: SAP SuccessFactors - Integration Strategy Guide (Clean Core Principles).

NEW QUESTION # 69
When moving a Career Site Builder site to production, which four XML files must you export for the move to production?

- A. Content pages, Category pages, Job Layouts, Career Site Builder Settings
- B. Site Settings, Career Site Builder Settings, Content pages, Translations
- C. Site Settings, Career Site Builder Settings, Category pages, Translations
- D. Candidate Profile, Site Settings, Translations, Category pages

Answer: C

NEW QUESTION # 70
In addition to their Career Site Builder (CSB) site, some customers also maintain career information on a site they host externally. The content of what type of page is most often hosted by a customer externally and linked with their CSB site?

- A. Map page
- B. Category page
- C. Content page
- D. Landing page

Answer: C

Explanation:
Comprehensive and Detailed In-Depth Explanation:
In SAP SuccessFactors Recruiting: Candidate Experience, Career Site Builder (CSB) is a fully hosted solution for career sites, but some customers maintain supplemental career-related content on external sites (e.g., their corporate website) and link it to CSB.
Let's analyze why "Content page" is the most common type hosted externally:

* Option A (Content page): Correct. Content pages, such as "About Us," "Company Culture," or
"Benefits," provide static, informational content about the employer. These are frequently hosted on a customer's corporate site because they align with broader branding efforts and may already exist outside the CSB scope. Linking these to CSB ensures candidates can access detailed company info without duplicating it in CSB.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Customers often maintain content pages, such as 'About Us' or 'Our Values,' on their externally hosted corporate websites. These can be linked from the CSB site via external type links in the header or footer to provide candidates with additional employer information."
* Reasoning: Imagine a company like "Best Run Corp." Their CSB site (careers.bestrun.com) focuses on job listings, but their corporate site (www.bestrun.com) has an "About Us" page detailing their history. A header link in CSB to this external content page enhances the candidate experience without overloading CSB with non-job content.
* Practical Example: In a multi-brand scenario, a customer might link to a corporate "Diversity" page to reinforce their employer brand consistently across platforms.
* Option B (Map page): Incorrect. A "Map page" isn't a standard CSB page type. While CSB integrates Google Maps for job locations, customers rarely host standalone map pages externally, as this functionality is embedded within CSB's search experience.
* Option C (Landing page): Incorrect. Landing pages in CSB are campaign-specific (e.g., for a hiring event) and typically hosted within CSB to leverage data capture forms and job links. External landing pages are less common for career info.
* Option D (Category page): Incorrect. Category pages (e.g., "Sales Jobs") display job listings and are core to CSB's purpose. Hosting them externally defeats CSB's job-centric design.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (External Links and Page Types).

NEW QUESTION # 71
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