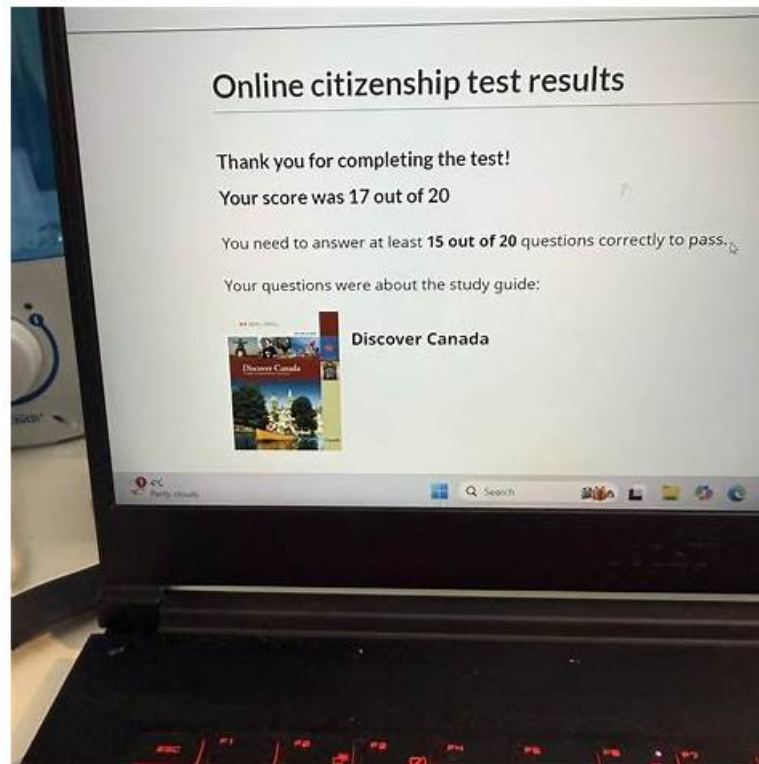


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SAP SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience



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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 3	<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 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"> • 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 6	<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.

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

NEW QUESTION # 66

Which of the following are features of the clean core dashboard? Note: There are 2 correct answers to this question.

- A. Customers can use the dashboard in the dev, test, and production tenants.
- B. It can be used in all SAP S/4HANA Cloud editions.
- **C. Customers can grant access to the dashboard to partners.**
- **D. It can be accessed by using SAP For Me.**

Answer: C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The clean core dashboard monitors system health and compliance with SAP's clean core strategy, minimizing customizations. Let's detail its features:

* Option A (It can be accessed by using SAP For Me): Correct. SAP For Me serves as the entry point for dashboard access.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide: "The clean core dashboard is accessible via SAP For Me, providing customers with a centralized view of system compliance with clean core principles."

* Reasoning: Logging into sapforme.com, users navigate to the SuccessFactors section to view clean core metrics (e.g., customization levels) for CSB. This is a unified SAP portal feature.

* Practical Example: For "Best Run," a consultant logs in on March 4, 2025, to check careers.bestrun.com's clean core score.

* Option D (Customers can grant access to the dashboard to partners): Correct. Partner collaboration is supported for optimization.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Customers can grant clean core dashboard access to partners, enabling collaboration on maintaining a standardized system environment."

* Reasoning: In SAP For Me > User Management, granting view-only access to a partner (e.g., a consultant) allows them to assess and suggest clean core improvements.

* Practical Example: "Best Run" shares access with their implementation partner to review API usage.

- * Option B: Incorrect. The dashboard is specific to SuccessFactors, not all S/4HANA editions.
- * Option C: Incorrect. It's limited to production in SuccessFactors, per security constraints.
- : SAP SuccessFactors - Integration Strategy Guide (Clean Core Dashboard).

NEW QUESTION # 67

What are some leading practices to enter language translations for customer-specific content into Career Site Builder (CSB)? Note: There are 2 correct answers to this question.

- **A. Export the default language to an XML file, enter the translations, and import.**
- B. Create a new header and footer for each translated page.
- **C. Duplicate the page from the base locale and enter the translations on the duplicated pages.**
- D. Enter the translations into the Translations menu in CSB.

Answer: A,C

NEW QUESTION # 68

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 focus is on the immediate need to fill a specific job opening**
- C. The collection of candidate information and organization of prospects based on experience and skills
- **D. The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job**

Answer: B,D

NEW QUESTION # 69

When internal career site is enabled, what can be different on the Career Site Builder site for internal employees and external candidates? Note: There are 2 correct answers to this question.

- **A. Internals and externals may see different page components.**
- B. Internals and externals may see different headers and footers.
- **C. Internals and externals may see different job layouts.**
- D. Internals and externals may be able to apply to different jobs.

Answer: A,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Enabling an internal career site in Career Site Builder (CSB) allows tailored experiences for employees vs. external candidates, leveraging audience-specific configurations. Let's detail the differences:

* Option A (Internals and externals may see different job layouts): Correct. Job layouts can vary based on audience to reflect internal vs. external needs.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When the internal career site is enabled, different job layouts can be configured for internal employees and external candidates, allowing customization such as additional internal-only fields or simplified external views."

* Reasoning: Internals might see a three-column layout with "Internal Transfer Info" on careers.bestrun.com/internal/job/123, while externals get a two-column layout on careers.bestrun.com/job/123. This is set in CSB > Custom Layouts Editor with audience rules.

* Practical Example: For "Best Run," internals see "Referral Bonus" details, while externals see a basic apply section, tested in a sandbox.

* Option C (Internals and externals may see different page components): Correct. Components can be tailored to each audience's context.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Page components, such as banners or call-to-actions, can differ between internal and external views when the internal career site is enabled, tailoring content to each audience."

* Reasoning: A "Welcome Employees" banner appears for internals on the Home page, while externals see "Join Us," configured in CSB > Pages > Components > Audience Settings.

* Practical Example: "Best Run" shows an "Internal News" component for employees, not externals, verified post-login.

- * Option B: Incorrect. Headers and footers are typically global, managed in Global Styles, not audience- specific.
 - * Option D: Incorrect. Job eligibility is determined in Recruiting Management (e.g., internal job flags), not CSB display differences.
- : SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Internal Career Site).

NEW QUESTION # 70

Consultants can create standard or custom XML feeds to meet their customers' job distribution requirements.

Which of the following are associated with a standard XML feed? Note: There are 2 correct answers to this question.

- **A. All of the customer's jobs are included in a standard XML feed.**
- B. Customers need to renew XML job feeds annually.
- **C. One standard XML feed is included in the statement of work for a standard recruiting implementation.**
- D. The leading practice is to push the delivery of XML feeds using the FTP Scheduler in Command Center.

Answer: A,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Standard XML feeds automate job distribution:

* Option A (One standard XML feed is included in the statement of work for a standard recruiting implementation): Correct. The SOW includes one feed as a baseline service.

* SAP Documentation Excerpt: From the Recruiting Posting Guide: "A standard recruiting implementation includes the creation of one standard XML feed within the statement of work to support automated job distribution."

* Option D (All of the customer's jobs are included in a standard XML feed): Correct. Standard feeds aggregate all active jobs unless filtered.

* SAP Documentation Excerpt: From the Recruiting Posting Guide: "The standard XML feed includes all of the customer's active job requisitions by default, providing comprehensive distribution to supported job boards."

* Option B (Customers need to renew XML job feeds annually): Incorrect. Feeds don't require annual renewal; they persist unless reconfigured.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Posting Guide.

NEW QUESTION # 71

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