

Quiz Perfect SAP - C_THR84_2505 - Latest SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Material



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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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">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"> 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 6	<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 7	<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 8	<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 (Q13-Q18):

NEW QUESTION # 13

What are some of the responsibilities of a functional consultant on a Career Site Builder (CSB) implementation? Note: There are 2 correct answers to this question.

- A. Implement backlinks on the customer's corporate web site that link to their CSB site.
- B. Ensure that the job data supports the customer's recruiting strategy.
- C. Work with the customer to develop a job distribution strategy.
- D. Build the customer's CSB site using custom plugins.

Answer: B,C

NEW QUESTION # 14

What actions can you take in the Career Site Builder Functions Viewer?

- A. Delete existing functions.
- B. Create new functions.
- C. Modify existing functions.
- D. Copy existing functions.

Answer: A

NEW QUESTION # 15

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

Answer: A,D

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 # 16

Which of the following API types does SAP recommend to achieve clean core in SAP SuccessFactors? Note:

There are 2 correct answers to this question.

- A. OData
- B. SOAP
- C. RFC
- D. IDoc

Answer: A,B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

SAP's "clean core" strategy emphasizes standardized, extensible integrations. In SAP SuccessFactors:

* Option C (OData): Correct. OData APIs are SAP's preferred standard for SuccessFactors integrations, offering RESTful, scalable access to data, aligning with clean core principles.

* Option D (SOAP): Correct. SOAP APIs, while older, are supported for legacy integrations and remain part of SAP's clean core approach where OData isn't applicable.

* Option A (IDoc): Incorrect. IDoc is specific to SAP ERP, not SuccessFactors, and isn't recommended here.

: SAP SuccessFactors - Integration Strategy Guide (Clean Core Principles).

NEW QUESTION # 17

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. One standard XML feed is included in the statement of work for a standard recruiting implementation.
- B. Customers need to renew XML job feeds annually.

- C. All of the customer's jobs are included in a standard XML feed.
- 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 # 18

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