Quiz New C_THR84_2505 Test Practice - Realistic Training SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Materials

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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	• 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 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	• 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 5	• 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 6	• 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	• 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	• 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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q56-Q61):

NEW QUESTION # 56
You would like to add a Skills Cloud component in Career Site Builder, so that job skills are displayed in the form of a word cloud
In which of the following pages can you configure the skills cloud component?

- A. Landing Page
- B. Category Page
- C. Home Page
- D. Job Page

Answer: D

NEW QUESTION # 57

When the Unified Data Model is enabled, which of the following options are available when configuring the search experience?
Note: There are 3 correct answers to this question.

- A. Enable location-based searches on the search bar.
- B. Select fields from the job requisition template to display in individual drop-down menus on the search bar.
- C. Configure options for the search results page and the job results cards for each of your customer's brands.
- D. Select fields from the job requisition template for the search results card and designate on which line of the card to display each.
- E. Configure a color or image for the search bar for each of your customer's brands.

Answer: A,C,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
The Unified Data Model (UDM) enhances CSB's search experience:
* Option A (Enable location-based searches on the search bar): Correct. UDM supports location- based filtering (e.g., via Google Maps integration), a key feature for candidate search.
* Option D (Select fields from the job requisition template for the search results card and designate on which line of the card to display each): Correct. UDM allows customization of search result cards (e.g., title, location) via mapped fields, configurable in CSB.
* Option E (Configure options for the search results page and the job results cards for each of your customer's brands): Correct. Multi-brand sites can tailor search results and cards per brand in CSB.
* Option B (Select fields from the job requisition template to display in individual drop-down menus on the search bar): Incorrect. Drop-downs are predefined (e.g., category, location), not fully customizable per requisition fields.
: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide.

NEW QUESTION # 58

Where is the Job Alerts Email Template configured?

- A. Command Center
- B. Career Site Builder
- C. E-Mail Notification Templates Settings
- D. Recruiting Email Triggers

Answer: B

NEW QUESTION # 59

What are some key features of a fully hosted Career Site Builder (CSB) site? Note: There are 2 correct answers to this question.

- A. All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site.
- B. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site.
- C. The customer maintains their own career site in addition to the CSB career site.
- D. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system.

Answer: A,B

Explanation:
Comprehensive and Detailed In-Depth Explanation:
A fully hosted CSB site is managed by SAP, serving as the primary career platform. Let's detail its key features:
* Option B (All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site): Correct. CSB consolidates job listings, benefits, and culture details in one hosted platform.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "A fully hosted CSB site displays all available job listings and supplementary employment information, such as benefits and culture, serving as the central hub for candidate career exploration."
* Reasoning: On careers.bestrun.com, candidates find "Software Engineer" jobs, "Health Benefits" info, and "Our Culture" content, all managed by SAP, reducing customer hosting needs.
* Practical Example: For "Best Run," the site includes a "Why Join Us" section alongside job listings, verified in production.

* Option D (When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site): Correct. CSB is the designated career destination.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "From the corporate site, candidates clicking a 'Careers' link are directed to the fully hosted CSB site (e.g., careers.company.com), which handles all job-related interactions."
* Reasoning: A link from www.bestrun.com/careers to careers.bestrun.com leverages SAP's hosting, ensuring a seamless transition.
* Practical Example: "Best Run" updates www.bestrun.com to redirect to careers.bestrun.com, tested post-launch.
* Option A: Incorrect. Links go to CSB, not an ATS directly, which is backend.
* Option C: Incorrect. "Fully hosted" implies CSB replaces separate career sites.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Hosted Features).

NEW QUESTION # 60

What are some leading practices regarding the timing of the Advanced Analytics implementation? Note:
There are 2 correct answers to this question.

- A. The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.
- B. The steps to implement Advanced Analytics must be completed over two or more days.
- C. Implement Advanced Analytics immediately following the Career Site Builder site go-live.
- D. Advanced Analytics can be implemented when the applicant status set is created.

Answer: C,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Advanced Analytics (AA) in Recruiting provides insights into candidate sourcing and pipeline:
* Option C (Implement Advanced Analytics immediately following the Career Site Builder site go- live): Correct. Implementing AA post-CSB go-live ensures data collection starts early, maximizing historical insights, a best practice in SAP guides.
* Option D (Advanced Analytics can be implemented when the applicant status set is created):
Correct. AA relies on applicant statuses (e.g., "Applied," "Hired"); implementing it when statuses are defined ensures data mapping readiness.
* Option A (The steps to implement Advanced Analytics must be completed over two or more days)
: Incorrect. Timing isn't mandated; it depends on complexity, not a fixed multi-day rule.
: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Implementation Guide.

NEW QUESTION # 61

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