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SAP CERTIFICATION

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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 3	<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 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"> • 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 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.
Topic 7	<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 8	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q71-Q76):

NEW QUESTION # 71

Which of the following can you use to explore released APIs?

- A. SAP Application Interface Framework
- B. SAP Integration Suite
- C. SAP Business Accelerator Hub

Answer: C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Exploring released APIs is essential for integration planning in SAP SuccessFactors. Let's evaluate the options:

* Option B (SAP Business Accelerator Hub): Correct. This is SAP's official platform for discovering APIs across its portfolio, including SuccessFactors.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide: "The SAP Business Accelerator Hub (previously API Business Hub) is the recommended tool to explore released APIs for SAP SuccessFactors, providing detailed documentation, endpoints, and sample requests for integration purposes."

* Reasoning: At hub.sap.com, users access APIs like the Recruiting OData API (e.g., /odata/v2

/JobRequisition) with specs, schemas, and sandbox testing. It's designed for developers to review endpoints for CSB integrations.
* Practical Example: For "Best Run," a consultant visits the Hub, searches "SuccessFactors Recruiting," and reviews the OData API, downloading a sample GET
/JobRequisition?\$filter=status eq 'Open' on March 4, 2025.
* Option A (SAP Application Interface Framework): Incorrect. AIF monitors and customizes interfaces in SAP ERP, not for exploring SuccessFactors APIs.
* Option C (SAP Integration Suite): Incorrect. This toolset builds integrations, not a discovery platform for released APIs.
: SAP SuccessFactors - Integration Strategy Guide (API Exploration); SAP Business Accelerator Hub Documentation.

NEW QUESTION # 72

Sometimes there are more qualified candidates for a position than the company needs to hire. Your customer would like recruiters to consolidate these candidates for their critical positions in a central location. What do you recommend? Note: There are 2 correct answers to this question.

- A. Create a Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified.
- **B. Create a specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there.**
- C. Create a field on the application view of the Applicant Workbench and select it for qualified candidates who were NOT hired.
- **D. Create talent pools and add qualified candidates who were NOT hired to the appropriate talent pools.**

Answer: B,D

NEW QUESTION # 73

What tasks related to job distribution are you responsible for? Note: There are 3 correct answers to this question.

- **A. Create the customer's standard XML feeds.**
- B. Deliver jobs directly to compliance job boards.
- **C. Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor.**
- **D. Conduct the job delivery intake meeting.**
- E. Work with job boards to arrange special pricing for your customer.

Answer: A,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

As a consultant for SAP SuccessFactors Recruiting:

* Option A (Create the customer's standard XML feeds): Correct. Consultants configure standard XML feeds to automate job distribution, included in the Recruiting statement of work (SOW).

* SAP Documentation Excerpt: From the Recruiting Posting Guide: "The consultant is responsible for creating one standard XML feed as part of the standard recruiting implementation to facilitate automated job distribution to job boards."

* Option B (Conduct the job delivery intake meeting): Correct. This meeting aligns customer requirements with job distribution strategy, a key consultant task.

* SAP Documentation Excerpt: From the Implementation Handbook: "Conducting the job delivery intake meeting is a critical step where the consultant gathers customer preferences and requirements for job distribution processes."

* Option E (Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor): Correct. Training ensures customers can manage sources post- implementation.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Consultants should train customers on using the Site Source Editor to populate and manage preferred job sources, empowering self-sufficiency."

* Option C (Work with job boards to arrange special pricing): Incorrect. This is a sales or procurement task, not a consultant's responsibility.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Posting Guide; Implementation Handbook.

NEW QUESTION # 74

Which of the following candidate registration and authentication options are available with the SAP Customer Data Cloud configuration? Note: There are 3 correct answers to this question.

- A. Registration with SMS
- B. SSL Authentication
- C. Registration with SFTP
- D. Password-less Authentication
- E. Multi-Factor Authentication

Answer: A,D,E

NEW QUESTION # 75

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

Answer: C,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 # 76

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