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## SAP C\_THR84\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>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.</li></ul>

Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>

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## **Trusted Questions C\_THR84\_2505 Pdf & Leader in Qualification Exams & Accurate C\_THR84\_2505: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience**

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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q60-Q65):**

### **NEW QUESTION # 60**

What are some of the ways that candidates can be added to a talent pool? Note: There are 3 correct answers to this question.

- A. Add from the Applicant Workbench.
- B. Candidates can add themselves.
- C. Add from a Candidate Search.
- D. Auto-populate from a saved search.
- E. Add from an email campaign.

**Answer: A,C,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Talent pools store candidates for future roles:

- \* Option A (Add from a Candidate Search): Correct. Recruiters can add candidates from search results in Recruiting Management.
- \* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Candidates identified via Candidate Search can be manually added to talent pools by recruiters to build a pipeline."
- \* Option B (Auto-populate from a saved search): Correct. Saved searches can automatically feed matching candidates into pools.
- \* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Saved searches can be configured to auto-populate talent pools with candidates meeting predefined criteria, streamlining pipeline management."
- \* Option D (Add from the Applicant Workbench): Correct. Recruiters can add applicants from the workbench post-application.
- \* SAP Documentation Excerpt: From the Recruiting Management Guide: "From the Applicant Workbench, recruiters can add candidates to talent pools, such as 'Silver Medalists,' for future consideration."
- \* Option C: Incorrect. Email campaigns engage candidates but don't directly add them to pools.

: SAP SuccessFactors Recruiting: Candidate Experience - Talent Pool Administration Guide.

### **NEW QUESTION # 61**

What should you consider regarding mapping candidate statuses for Advanced Analytics? Note: There are 2 correct answers to this question.

- A. After saving the status mappings in Command Center, you can correct mapping errors as long as you do it during the same session.
- B. **With some exceptions, if a status is NOT mapped when the OData integration is run, the sync will fail.**
- C. **Status mappings can only be completed when there is candidate data associated with each status on the Talent Pipeline.**
- D. Any status that indicates that the candidate was NOT hired, such as Automatically Disqualified, does NOT need to be mapped.

**Answer: B,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Mapping candidate statuses for Advanced Analytics (AA) ensures accurate reporting:

- \* Option C (With some exceptions, if a status is NOT mapped when the OData integration is run, the sync will fail): Correct. Unmapped statuses disrupt data sync via OData, causing failures unless explicitly excluded (e.g., obsolete statuses).
- \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "When running the OData integration for Advanced Analytics, all active statuses must be mapped; unmapped statuses, with limited exceptions such as system-default exclusions, will cause the synchronization process to fail."
- \* Option D (Status mappings can only be completed when there is candidate data associated with each status on the Talent Pipeline): Correct. AA requires data to validate mappings, ensuring statuses reflect real pipeline activity.
- \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Status mappings for Advanced Analytics can only be finalized when candidate data exists in the Talent Pipeline for each status, allowing the system to validate and apply the mappings accurately."
- \* Option A: Incorrect. Mappings are managed in Admin Center, not Command Center, and edits aren't session-restricted.

## NEW QUESTION # 62

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

**Answer: A,D**

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 # 63

Your customer requires a branded career site and is using the Unified Data Model. What are some of the configuration steps that you must complete? Note: There are 3 correct answers to this question.

- A. **Configure the standard Marketing Brand Generic Object.**
- B. **Map the brand field from Setup Recruiting Marketing Job Field Mapping.**
- C. Create the brands from Manage Data.

- D. Configure a custom Marketing Brand Generic Object.
- E. Create a microsite for each brand.

**Answer: A,B,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

For a multi-brand CSB site with UDM:

\* Option A (Map the brand field from Setup Recruiting Marketing Job Field Mapping): Correct.

The brand field must be mapped to ensure job requisitions reflect the correct brand on the CSB site, a critical UDM step.

\* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "To enable brand-specific job postings, the brand field must be mapped in Setup Recruiting Marketing Job Field Mapping to associate job requisitions with the appropriate brand displayed on the Career Site Builder site."

\* Option B (Configure the standard Marketing Brand Generic Object): Correct. The standard Marketing Brand Generic Object defines brand attributes (e.g., name, logo) and is required for UDM multi-brand functionality.

\* SAP Documentation Excerpt: From the Career Site Builder Multi-Brand Guide: "The standard Marketing Brand Generic Object is configured to store brand-specific data, such as logos and descriptions, which are utilized by the Unified Data Model for multi-brand career sites."

\* Option D (Create a microsite for each brand): Correct. In CSB, each brand typically gets a microsite (e.g., careers.brand1.com) to differentiate candidate experiences, configured with UDM.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "For customers with multiple brands, configure microsites within Career Site Builder for each brand to provide a tailored candidate experience, leveraging the Unified Data Model for data consistency."

\* Option C (Configure a custom Marketing Brand Generic Object): Incorrect. The standard object suffices; a custom object isn't typically required unless unique fields are needed beyond SAP's defaults.

: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Career Site Builder Multi-Brand Guide.

#### NEW QUESTION # 64

Which are some leading practices when using a link on a career site? Note: There are 3 correct answers to this question.

- A. All external links from the career site should open in the same browser window.
- B. Populate the title text for each link.
- C. If blue text is used on the site, ensure that it's always used to represent links.
- D. When a user clicks on the link, immediately display what the user expects to see.
- E. Include multiple links to the customer's corporate site.

**Answer: B,C,D**

#### NEW QUESTION # 65

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