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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"> • 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	<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 4	<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 5	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q43-Q48):

NEW QUESTION # 43

What are the key elements configured on the Global Styles pages? Note: There are 3 correct answers to this question.

- **A. Footers**
- B. Social share
- **C. Colors**
- D. Site banner
- **E. Headers**

Answer: A,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Global Styles section in Career Site Builder (CSB) centralizes sitewide design configurations, ensuring a consistent look and feel across all pages. This area is critical for branding and usability, so let's explore the options in depth:

* Option A (Footers): Correct. Footer settings, including layout, links, and styling (e.g., background color, font), are configured globally to maintain uniformity across the site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Global Styles include configuration options for footers, allowing administrators to define consistent styling and content, such as navigation links and legal text, across all pages of the CSB site."

* Reasoning: A footer with "View All Jobs" and "Privacy Policy" links, styled with a dark background, applies sitewide unless overridden by page-specific settings. This is managed in CSB > Global Styles > Footer.

* Practical Example: For "Best Run Corp.," configuring a footer with a blue background and white text in Global Styles ensures it appears on careers.bestrun.com and all subpages.

* Option B (Headers): Correct. Header configurations, such as navigation menus, logos, and the Sign-In /Language component, are set globally to provide a cohesive navigation experience.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Headers are a key element configured in Global Styles, enabling customization of navigation menus, logos, and the required Sign-In and Language component across the entire CSB site."

* Reasoning: A header with a company logo and dropdowns for "Jobs" and "About Us" is defined once, ensuring consistency across careers.bestrun.com/job/123 and careers.bestrun.com/about.

* Practical Example: Setting a red header with a centered logo in Global Styles applies to all pages, tested in a CSB staging environment.

* Option D (Colors): Correct. The color palette, including primary, secondary, and accent colors (e.g., via RGB or hex codes), is configured globally to enforce brand consistency.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Colors are managed in Global Styles, where administrators can define a palette using RGB or hex codes (e.

g., #FF0000 for red) to ensure brand consistency across all CSB pages."

* Reasoning: Defining "#007BFF" as the primary color for buttons and links ensures a uniform look, adjustable via the color picker

in CSB > Global Styles.

* Practical Example: For "Best Run," setting a blue palette (#0056b3) applies to all buttons, verified across multiple pages.

* Option C (Site banner): Incorrect. Site banners are page-specific components (e.g., a welcome banner on the Home page), not configured globally in Global Styles.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Global Styles).

NEW QUESTION # 44

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

Answer: A,D,E

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 # 45

Which of the following are acceptable configurations that could be added as JavaScript with Career Site Builder? Note: There are 3 correct answers to this question.

- **A. Custom third-party chatbots**
- B. Custom third-party libraries
- **C. Custom third-party survey tools**
- **D. Custom third-party analytics for tracking purposes**
- E. Custom third-party cascading style sheets (CSS)

Answer: A,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Career Site Builder (CSB) allows JavaScript enhancements to extend functionality, provided they align with SAP's security and compatibility standards. Let's explore each option in depth:

* Option B (Custom third-party survey tools): Correct. Survey tools (e.g., SurveyMonkey) can be integrated via JavaScript to gather candidate feedback on the CSB site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Custom third-party survey tools can be added to CSB using JavaScript, enabling customers to collect candidate insights directly on the career site, provided the scripts are properly tested and secure."

* Reasoning: A survey pop-up after a job application enhances user experience by collecting data without altering core CSB functionality.

* Practical Example: Embedding a script like `<script src="https://surveymonkey.com/embed.js"></script>` on a Landing page to ask, "How was your application experience?"

* Option D (Custom third-party chatbots): Correct. Chatbots (e.g., Drift) improve candidate interaction and are supported via

JavaScript.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Third-party chatbots can be integrated into CSB using JavaScript to provide real-time candidate support, such as answering FAQs or guiding job searches."

* Reasoning: A chatbot can greet candidates with "Hi! Need help finding a job?"-a common enhancement verified in CSB implementations.

* Practical Example: Adding `<script src="https://drift.com/chat.js"></script>` in CSB's JavaScript editor for live chat on the Home page.

* Option E (Custom third-party analytics for tracking purposes): Correct. Analytics tools (e.g., Google Analytics) track site usage via JavaScript.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Custom third-party analytics scripts, such as Google Analytics, can be added to CSB to track candidate behavior and site performance, supplementing built-in analytics."

* Reasoning: Tracking page views or click-through rates provides insights beyond Advanced Analytics, a frequent customer need.

* Practical Example: Including `<script async src="https://www.googletagmanager.com/gtag/js?id=G-XXXX"></script>` to monitor traffic on careers.bestrun.com.

* Option A (Custom third-party libraries): Incorrect. While technically possible, generic libraries (e.g., jQuery) aren't typically "acceptable" as standalone enhancements unless tied to a specific function (like B, D, E). SAP discourages unnecessary libraries to avoid bloat.

* Option C (Custom third-party cascading style sheets (CSS)): Incorrect. CSS is added via CSB's Global Styles or inline, not JavaScript. JavaScript-based CSS is unsupported and risks conflicts.

NEW QUESTION # 46

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. Job Page**
- C. Category Page
- D. Home Page

Answer: B

NEW QUESTION # 47

After enabling the Unified Data Model, why do fields need to be mapped in Setup Recruiting Marketing Job Field Mapping? Note: There are 3 correct answers to this question.

- **A. To support job posting to career sites built with Career Site Builder**
- B. To provide fields that online sources require for XML feeds
- C. To ensure that no more than five custom fields are required for Recruiting Marketing
- **D. To provide fields for filtering reports in Advanced Analytics**
- **E. To support the use of job requisition fields in Career Site Builder**

Answer: A,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Unified Data Model (UDM) in SAP SuccessFactors Recruiting enhances data consistency across Recruiting Marketing (RMK) and Career Site Builder (CSB). Field mapping in Setup Recruiting Marketing Job Field Mapping is critical:

* Option A (To support job posting to career sites built with Career Site Builder): Correct. Mapping ensures job requisition fields (e.g., title, location) are correctly displayed on the CSB site, enabling seamless job posting.

* Option C (To support the use of job requisition fields in Career Site Builder): Correct. UDM relies on mapped fields to populate CSB components (e.g., search filters, job details), ensuring candidates see accurate data.

* Option E (To provide fields for filtering reports in Advanced Analytics): Correct. Mapped fields feed into Advanced Analytics, allowing filtering by attributes like location or department for actionable insights.

* Option B (To provide fields that online sources require for XML feeds): Incorrect. XML feeds for job boards are managed separately (e.g., via Recruiting Posting), not directly tied to UDM field mapping in CSB.

: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Advanced Analytics Guide.

NEW QUESTION # 48

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