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

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

Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 6	<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 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>
Topic 8	<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>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q74-Q79):

### NEW QUESTION # 74

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

**Answer: B,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 # 75

What are some leading practices regarding text on websites? Note: There are 3 correct answers to this question.

- A. Avoid using bulleted or numbered lists.
- B. Break up lengthy content and separate with headings.
- C. Use high contrast text, for example, black text on a white background.
- D. Use half the word count or less than conventional writing.
- E. Use a serif font (such as Times New Roman), rather than a sans-serif font (such as Arial).

**Answer: B,C,D**

#### **NEW QUESTION # 76**

Which of the following are included in a standard Recruiting statement of work (SOW)? Note: There are 3 correct answers to this question.

- A. Configure one custom XML feed.
- B. Configure 20 Category or Content pages.
- C. Configure one standard XML feed.
- D. Enable Mobile Apply.
- E. Configure one job layout.

**Answer: B,C,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

A standard Recruiting Statement of Work (SOW) outlines baseline deliverables for a SAP SuccessFactors Recruiting implementation, including Career Site Builder (CSB) setup. Let's detail the inclusions:

- \* Option A (Configure 20 Category or Content pages): Correct. The SOW includes configuration of up to 20 pages to support job listings and informational content.
- \* SAP Documentation Excerpt: From the Implementation Handbook: "The standard Recruiting SOW includes configuration of up to 20 Category or Content pages in CSB to support job listings and informational content."
- \* Reasoning: This covers 10 Category pages (e.g., "Sales Jobs") and 10 Content pages (e.g., "About Us"), configured in CSB > Pages, providing a robust site structure.
- \* Practical Example: For "Best Run," the consultant sets up "Engineering Jobs" and "Benefits" pages within the 20-page limit.
- \* Option B (Configure one standard XML feed): Correct. One standard XML feed is included to automate job distribution.
- \* SAP Documentation Excerpt: From the Recruiting Posting Guide: "A single standard XML feed is part of the standard Recruiting SOW, enabling automated job distribution to job boards."
- \* Reasoning: This feed pushes all active jobs to partnered boards (e.g., Indeed), configured in Admin Center > Recruiting Posting, meeting baseline needs.
- \* Practical Example: "Best Run" gets a feed for careers.bestrun.com jobs, tested with a sample sync.
- \* Option E (Configure one job layout): Correct. A default job layout is provided to define the job page structure.
- \* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Configuration of one job layout is included in the standard Recruiting SOW, defining the default job page presentation."
- \* Reasoning: A two-column layout with title, description, and apply button is set in CSB > Custom Layouts Editor, serving as the starting point.
- \* Practical Example: "Best Run" uses this layout for all jobs, with options to customize later.
- \* Option C (Configure one custom XML feed): Incorrect. Custom feeds are additional, requiring extra scoping and cost.
- \* Option D (Enable Mobile Apply): Incorrect. Mobile Apply is an optional enhancement, not a standard inclusion.

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

#### **NEW QUESTION # 77**

When configuring Advanced Analytics, which applicant statuses do NOT need to be mapped? Note: There are 2 correct answers to this question.

- A. Auto Disqualified
- B. Withdrawn by Candidate
- C. Forwarded
- D. Invited to Apply

**Answer: C,D**

## NEW QUESTION # 78

our customer would like to take advantage of the enhanced search capabilities for location. Which of these steps below are required? Note: There are 2 correct answers to this question.

- A. Configure Job Location Generic Objects.
- B. Enable the Unified Data Model in Career Site Builder.
- C. Configure multi-locations for the locations.
- D. Map each Job Location Generic Object to a Location Foundation Object.

**Answer: A,B**

## NEW QUESTION # 79

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