

# New SAP C\_THR84\_2505 Test Tips | C\_THR84\_2505 Certification Exam Cost



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

| Topic   | Details   |
|---------|---|
| Topic 1 | <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 2 | <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 3 | <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 4  | <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 5  | <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 6  | <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 7  | <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 8  | <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 9  | <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 10 | <ul style="list-style-type: none"> <li>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.</li> </ul>  |

>> New SAP C\_THR84\_2505 Test Tips <<

## High Hit Rate New C\_THR84\_2505 Test Tips to Obtain SAP Certification

If you are the first time to prepare the C\_THR84\_2505 exam, it is better to choose a type of good study materials. After all, you cannot understand the test syllabus in the whole round. It is important to predicate the tendency of the C\_THR84\_2505 study materials if you want to easily pass the exam. Now, all complicate tasks have been done by our experts. They have rich experience in predicing the C\_THR84\_2505 exam. Then you are advised to purchase the study materials on our websites. Also, you can begin to prepare the C\_THR84\_2505 Exam. You are advised to finish all exercises of our C\_THR84\_2505 study materials. In fact, you do not need other reference books. Our study materials will offer you the most professional guidance. In addition, our C\_THR84\_2505 study materials will be updated according to the newest test syllabus. So you can completely rely on our C\_THR84\_2505 study materials to pass the exam.

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q23-Q28):

### NEW QUESTION # 23

What are some SAP recommended guiding principles to achieve clean core operations. Note: There are 3 correct answers to this question.

- A. Establish an organizational structure, technical foundation, and transformation met
- B. Establish regular housekeeping tasks and procedures.**
- C. Define roles and responsibilities as part of a process transformation office.
- D. Establish release management.**
- E. Integrate clean core practices in the end-to-end value process chain.**

**Answer: B,D,E**

## NEW QUESTION # 24

What are some leading practices to create locales in Career Site Builder? Note: There are 2 correct answers to this question.

- A. If the customer requires only one language and it is NOT en\_US, you can change the default locale.
- B. Create the Home page for the locale instead of duplicating it from the default locale.
- C. Follow the same layout for the localized pages as the default locale.
- D. Use Google Translate to translate text for locales.

**Answer: A,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Creating locales in Career Site Builder (CSB) ensures a consistent multi-language experience for candidates.

Let's evaluate the leading practices:

- \* Option C (Follow the same layout for the localized pages as the default locale): Correct. Maintaining a consistent layout across locales enhances usability and reduces confusion.
- \* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "A leading practice is to maintain the same page layout for localized pages as the default locale, ensuring a consistent candidate experience regardless of language."
- \* Reasoning: If the en\_US Home page has a banner, job search bar, and footer, the fr\_FR version should mirror this structure (e.g., careers.bestrun.com/fr). This is configured in CSB > Pages > Layout, ensuring navigation remains intuitive.
- \* Practical Example: For "Best Run," the French Home page retains the same two-column layout as English, with "Rechercher des emplois" replacing "Search Jobs."
- \* Option D (If the customer requires only one language and it is NOT en\_US, you can change the default locale): Correct. Flexibility to set a non-default language simplifies single-language sites.
- \* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "When a customer requires only one language and it is not en\_US (e.g., fr\_FR), the default locale can be changed in CSB settings to match the customer's primary language."
- \* Reasoning: In CSB > Settings > Site Configuration > Locales, changing the default from en\_US to fr\_FR ensures all system text (e.g., "Apply") appears as "Soliciter" from the start, avoiding translation overhead.
- \* Practical Example: For a French-only "Best Run" site, setting fr\_FR as default eliminates en\_US prompts, verified in a sandbox.
- \* Option A (Create the Home page for the locale instead of duplicating): Incorrect. Duplicating the default locale's Home page is faster and ensures consistency, as creating from scratch risks misalignment.
- \* Option B (Use Google Translate): Incorrect. Google Translate lacks precision for technical or brand-specific terms; manual or professional translation is recommended to avoid errors.

## NEW QUESTION # 25

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

**Answer: A,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Managing excess qualified candidates efficiently is a key feature of SAP SuccessFactors Recruiting:

- \* Option C (Create a specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there): Correct. The "Silver Medalist" status is a common practice to tag high-quality candidates not selected for a role. This status, configured in the applicant status set, allows recruiters to track them in the Recruiting Management system for future opportunities.

\* SAP Documentation Excerpt: From the Recruiting Management Configuration Guide:

"Applicant statuses can be customized to include categories such as 'Silver Medalist' to identify candidates who were highly qualified but not selected. This status enables recruiters to maintain a pipeline of talent within the system for future consideration."

- \* Option D (Create talent pools and add qualified candidates who were NOT hired to the appropriate talent pools): Correct. Talent pools in SAP SuccessFactors allow recruiters to group candidates by criteria (e.g., skills, roles) for future recruitment. Adding "Silver Medalists" to talent pools centralizes them for critical positions.
- \* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Talent pools provide a centralized repository for storing candidate profiles. Recruiters can add candidates who were not hired but deemed qualified to specific pools, enabling proactive sourcing for critical or hard-to-fill roles."
- \* Option A (Create a Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified): Incorrect. A content page educates candidates but doesn't consolidate them in a central system location for recruiters' use.

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

## NEW QUESTION # 26

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

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

**Answer: A,B**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Mapping applicant statuses in Advanced Analytics (AA) tracks candidate pipeline progression for reporting.

Let's identify exceptions:

- \* Option B (Invited to Apply): Correct. This pre-application status (e.g., an email invitation) isn't part of the pipeline and thus doesn't require mapping.
- \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Invited to Apply" does not need to be mapped in Advanced Analytics, as it represents a pre-application status outside the candidate pipeline."
- \* Reasoning: An "Invited to Apply" email from careers.bestrun.com isn't tracked until the candidate applies, so it's excluded from AA's status set in Admin Center > Advanced Analytics Configuration.
- \* Practical Example: For "Best Run," an invite sent on February 1, 2025, isn't mapped.
- \* Option C (Forwarded): Correct. This internal recruiter action (e.g., forwarding a profile) isn't a candidate-facing status.
- \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Forwarded" is an internal recruiter action and does not require mapping in Advanced Analytics, as it is not a candidate-facing pipeline status."
- \* Reasoning: Forwarding a candidate to a hiring manager in Recruiting Management doesn't affect the candidate's journey, so it's omitted from AA mapping.
- \* Practical Example: For "Best Run," a "Forwarded" action on March 1, 2025, isn't tracked.
- \* Option A (Auto Disqualified): Incorrect. This pipeline endpoint (e.g., rejected by ATS) must be mapped for complete reporting.
- \* Option D (Withdrawn by Candidate): Incorrect. This key status (e.g., candidate opts out) requires mapping to reflect pipeline drop-off.

: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide (Status Mapping).

## NEW QUESTION # 27

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

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

**Answer: B**

## NEW QUESTION # 28

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