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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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.
Topic 4	<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 5	<ul style="list-style-type: none"> 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q28-Q33):

NEW QUESTION # 28

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

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

Answer: A,D

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 # 29

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 field on the application view of the Applicant Workbench and select it for qualified candidates who were NOT hired.
- C. Create a specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there.
- D. Create talent pools and add qualified candidates who were NOT hired to the appropriate talent pools.

Answer: C,D

NEW QUESTION # 30

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

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

Answer: A,B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Links on Career Site Builder (CSB) sites should be intuitive, accessible, and user-friendly, aligning with web standards. Let's evaluate the leading practices:

* Option A (Populate the title text for each link): Correct. Title attributes improve accessibility and provide context for screen readers and SEO.

* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Populate the title attribute for each link (e.g., title='View Sales Jobs') to enhance accessibility for screen readers and provide context for search engines."

* Reasoning: On careers.bestrun.com, a link `Sales` helps a visually impaired user understand the destination via JAWS. This is set in CSB > Pages > Link Settings.

* Practical Example: "Best Run" adds "View All Jobs" title text, improving usability.

* Option D (When a user clicks on the link, immediately display what the user expects to see):

Correct. Links must meet user expectations for trust and efficiency.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Ensure that clicking a link immediately displays the expected content, such as a job list for 'View Jobs,' to maintain candidate trust and usability."

* Reasoning: A "Careers" link on www.bestrun.com should load careers.bestrun.com, not a 404 error. This is tested post-configuration.

* Practical Example: "Best Run" ensures "Apply Now" links to the application form, verified in a user test.

* Option E (If blue text is used on the site, ensure that it's always used to represent links): Correct.

Consistent styling signals interactivity.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "If blue text is designated for links, apply it consistently across the site to signal clickable elements to candidates."

* Reasoning: On careers.bestrun.com, blue "Learn More" links (e.g., #0000FF) distinguish from black text, set in CSB > Global Styles > Link Color.

* Practical Example: "Best Run" uses blue for all links, tested for uniformity.

* Option B: Incorrect. Multiple corporate links clutter the site; one is sufficient.

* Option C: Incorrect. External links typically open in new tabs for UX, configured with target="_blank".

NEW QUESTION # 31

Based on leading practices, which of the following page types can contain job listings?

- A. Content page
- B. Home page
- C. Category page
- D. Landing page

Answer: C

NEW QUESTION # 32

You have set up Real Time Job Sync. The sync is working, but NOT all of the jobs posted externally are displaying in the Career Site Builder site. What could be the cause of this failure? Note: There are 2 correct answers to this question.

- A. The recruiter did NOT include the job with Sync Recruiting Jobs.
- B. The recruiter does NOT have permissions for Career Site Builder.
- C. The recruiter did NOT include a job description.
- D. The recruiter did NOT include a country.

Answer: A,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Real Time Job Sync pushes jobs from Recruiting Management to Career Site Builder (CSB), ensuring they appear on the career site. If some jobs are missing, specific issues must be investigated:

* Option A (The recruiter did NOT include a country): Correct. The country field is a mandatory data point for sync eligibility, linking to location mapping.

* SAP Documentation Excerpt: From the Implementation Handbook: "Jobs must include a country field in the requisition to be eligible for Real Time Job Sync; missing this field will prevent the job from appearing on the CSB site."

* Reasoning: Without a country (e.g., "USA"), the UDM can't map the job to a Location Foundation Object, halting sync. In Recruiting Management, a job without "Country" in the requisition form won't propagate to careers.bestrun.com.

* Practical Example: For "Best Run," a job titled "Sales Rep" without "USA" fails to sync, identified in sync logs.

* Option B (The recruiter did NOT include the job with Sync Recruiting Jobs): Correct. Jobs must be explicitly enabled for sync in the requisition process.

* SAP Documentation Excerpt: From the Recruiting Management Guide: "For a job to display on the CSB site via Real Time Job Sync, the recruiter must include it in the 'Sync Recruiting Jobs' process, typically via a checkbox in the requisition."

* Reasoning: In Recruiting Management > Job Requisition, a "Sync to Career Site" checkbox must be checked. Unchecked jobs (e.g., internal-only roles) stay in the ATS, not CSB.

* Practical Example: A "Manager Trainee" job unchecked in "Sync Recruiting Jobs" doesn't appear on careers.bestrun.com, confirmed by reviewing the requisition.

* Option C (The recruiter did NOT include a job description): Incorrect. While a description improves candidate experience, it's not a sync requirement; a job with a title and location still syncs.

* Option D (The recruiter does NOT have permissions for Career Site Builder): Incorrect.

Permissions affect CSB access, not job sync, which is governed by requisition settings.

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

NEW QUESTION # 33

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