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SAP C-ARSUM-2302 SAP Certified Application Associate - SAP Ariba Supplier Management

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SAP Certified Application Associate - SAP Ariba Supplier Management Sample Questions (Q46-Q51):

NEW QUESTION # 46

Your customer wants to restrict the visibility of supplier bank account and routing numbers to its accounts payable department. Which option do you recommend?

- A. Assign the Supplier Registration Manager group to accounts payable users.
- B. Set the Visible to Participant field to No.
- C. Use the Sensitive Data Mask Pattern field.**
- D. Apply a visibility condition to both questions.

Answer: C

NEW QUESTION # 47

Which type of SAP Ariba project can engagement risk projects be associated with?

- A. Contract workspace (procurement)**
- B. Supplier registration project
- C. Supplier performance management project
- D. Sourcing project

Answer: A

NEW QUESTION # 48

You need to invite suppliers and internal participants to the same survey but would like to restrict their views. How do you achieve this?

- A. Set up access controls on the content to restrict visibility.
- B. Invite all participants to the event and edit each section that needs to be restricted.
- C. Use visibility conditions on each question**
- D. Create internal and external surveys.

Answer: C

NEW QUESTION # 49

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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details

Topic 1	<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 2	<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 3	<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 4	<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 5	<ul style="list-style-type: none"> 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.
Topic 6	<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 7	<ul style="list-style-type: none"> 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.
Topic 8	<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.

>> C-THR84-2505 Exam Topics <<

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q25-Q30):

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 Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified.
- B. Create a specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there.**
- 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: B,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

Why is it important to set up CSB Role Based Permission from CSB > Users > Roles? Note: There are 2 correct answers to this question.

- A. When CSB Role Based Permission is enabled, administrators receive a notification that users also need permissions in Admin Center.
- B. Until CSB Role Based Permission is enabled, all users with access to CSB have all permissions in the tool.
- C. Site setup settings are located within CSB and should only be accessed by trained administrators.
- D. Until CSB Role Based Permission is enabled, NO users can access CSB.

Answer: B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Role-Based Permissions (RBP) in CSB control access:

* Option A (Site setup settings are located within CSB and should only be accessed by trained administrators): Correct. Sensitive settings (e.g., site configuration) require restricted access to prevent errors.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Site setup settings within Career Site Builder are critical and should be restricted to trained administrators via Role-Based Permissions to ensure proper configuration and maintenance."

* Option C (Until CSB Role Based Permission is enabled, all users with access to CSB have all permissions in the tool): Correct. Without RBP, access is unrestricted, posing a risk to site integrity.

* SAP Documentation Excerpt: From the Career Site Builder Security Guide: "If Role-Based Permissions are not configured in CSB > Users > Roles, all users with access to the tool will have full permissions until restrictions are applied."

* Option B (Administrators receive a notification): Incorrect. No such notification mechanism exists in CSB for Admin Center permissions.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Security Guide.

NEW QUESTION # 27

In addition to their Career Site Builder (CSB) site, some customers also maintain career information on a site they host externally. The content of what type of page is most often hosted by a customer externally and linked with their CSB site?

- A. Landing page
- **B. Category page**
- C. Content page
- D. Map page

Answer: B

NEW QUESTION # 28

You have created a data capture form for your customer and now are configuring the Recruiting Email Notification template and Recruiting email trigger for candidates who complete the form. Which trigger will you enable for this purpose?

- **A. Data Capture Form Submitted - Welcome and Set Password Email**
- B. Recruiting Manual Candidate Creation Notification
- C. Welcome/Thanks for Creating Account
- D. Career Site E-Mail Notification

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Data capture forms in CSB collect candidate information (e.g., name, email) without requiring a full job application. After submission, an email trigger notifies the candidate. Here's why D is correct:

* Option D (Data Capture Form Submitted - Welcome and Set Password Email): This trigger is specifically designed for data capture form submissions. It sends a welcome email with a link to set a password, enabling candidates to create an account and access the career site. It aligns with the scenario of capturing initial candidate interest and encouraging further engagement.

* Option A (Career Site E-Mail Notification): Too generic; it doesn't specify the data capture context and isn't a defined trigger for this purpose.

* Option B (Recruiting Manual Candidate Creation Notification): This applies to recruiters manually adding candidates in the system, not form submissions by candidates.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Email Configuration Guide.

NEW QUESTION # 29

It is important for customers to be able to report on which candidates arrived at their Career Site Builder (CSB) site from their corporate site. What are the actions you need to take to facilitate this reporting? Note: There are 2 correct answers to this question.

- **A. Add a campaign code to all XML job feeds that you create for your customer.**
- B. Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site.
- C. Recommend that your customer opt-in for the Organic Network.
- **D. Submit the Referral Engine Task support ticket after moving your customer's CSB site to production.**

Answer: A,D

NEW QUESTION # 30

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