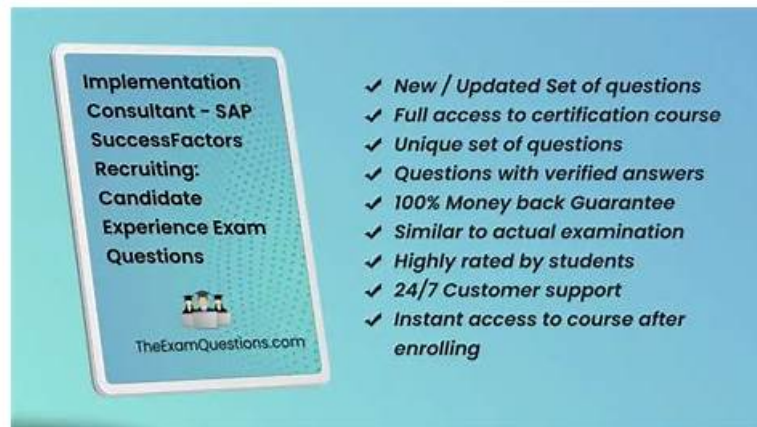


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## SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• <b>Configure Locales:</b> 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 2	<ul style="list-style-type: none"><li>• <b>Job Delivery:</b> 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 3	<ul style="list-style-type: none"><li>• <b>Career Site Design and Accessibility:</b> 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>

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>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 6	<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 7	<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 8	<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 9	<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 10	<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>

## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q46-Q51):

### NEW QUESTION # 46

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

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

**Answer: D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In CSB, page types serve distinct purposes:

\* Option C (Category page): Correct. Category pages are designed to display job listings grouped by criteria (e.g., department, location), a leading practice for job visibility.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Category pages are the primary page type for displaying job listings, allowing candidates to browse jobs filtered by categories such as job type or location, per leading practices."

\* Option A (Content page): Incorrect. Content pages (e.g., "About Us") provide static information, not job listings.

\* Option B (Home page): Incorrect. The home page may feature select jobs (e.g., featured jobs), but it's not primarily for listings.

#### NEW QUESTION # 47

What are some leading practices to ensure that a website is accessible? Note: There are 3 correct answers to this question.

- A. Ask people with disabilities to test the site.
- B. Carefully review the site's code to look for issues with tagging and other elements.
- C. Ask people in your IT department to test the site.
- D. Use an online accessibility checker, such as WAVE, to test the site.
- E. Review the site using assistive technology such as a screen reader like JAWS or NVDA.

Answer: A,D,E

#### NEW QUESTION # 48

For customers who enable the Unified Data Model, how can you define the scope of jobs that appear on category pages? Note: There are 3 correct answers to this question.

- A. Categories can be defined by selecting multiple values for the fields.
- B. Categories can be defined using objects or picklists from the job requisition template.
- C. Categories can be defined using a maximum of one filter field.
- D. Categories can be defined using Keyword or Location.
- E. Categories can be defined after mapping fields from Setup Recruiting Marketing Job Field Mapping.

Answer: A,B,D

#### NEW QUESTION # 49

Which of the following statements describe recruitment marketing? Note: There are 2 correct answers to this question.

- A. The collection of candidate information and organization of prospects based on experience and skills
- B. The practice of promoting the value of an employer's brand in order to recruit talent
- C. The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job
- D. The focus is on the immediate need to fill a specific job opening

Answer: B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Recruitment Marketing (RMK) focuses on proactive talent attraction:

\* Option A (The strategies an organization uses to find, attract, engage, and nurture talent before they apply): Correct. RMK is about building a talent pipeline pre-application.

\* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "Recruitment Marketing encompasses strategies to find, attract, engage, and nurture talent before they apply, leveraging tools like Career Site Builder and job distribution."

\* Option C (The practice of promoting the value of an employer's brand): Correct. Employer branding is a core RMK component.

\* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "A key aspect of Recruitment Marketing is promoting the employer's brand value to attract top talent, enhancing the organization's appeal."

\* Option B: Incorrect. This describes talent pool management, not RMK.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide.

#### NEW QUESTION # 50

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

Answer: C

Explanation:

### Comprehensive and Detailed In-Depth Explanation:

In SAP SuccessFactors Recruiting: Candidate Experience, Career Site Builder (CSB) is a fully hosted solution for career sites, but some customers maintain supplemental career-related content on external sites (e.g., their corporate website) and link it to CSB. Let's analyze why "Content page" is the most common type hosted externally:

\* Option A (Content page): Correct. Content pages, such as "About Us," "Company Culture," or

"Benefits," provide static, informational content about the employer. These are frequently hosted on a customer's corporate site because they align with broader branding efforts and may already exist outside the CSB scope. Linking these to CSB ensures candidates can access detailed company info without duplicating it in CSB.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Customers often maintain content pages, such as 'About Us' or 'Our Values,' on their externally hosted corporate websites. These can be linked from the CSB site via external type links in the header or footer to provide candidates with additional employer information."

\* Reasoning: Imagine a company like "Best Run Corp." Their CSB site (careers.bestrun.com) focuses on job listings, but their corporate site (www.bestrun.com) has an "About Us" page detailing their history. A header link in CSB to this external content page enhances the candidate experience without overloading CSB with non-job content.

\* Practical Example: In a multi-brand scenario, a customer might link to a corporate "Diversity" page to reinforce their employer brand consistently across platforms.

\* Option B (Map page): Incorrect. A "Map page" isn't a standard CSB page type. While CSB integrates Google Maps for job locations, customers rarely host standalone map pages externally, as this functionality is embedded within CSB's search experience.

\* Option C (Landing page): Incorrect. Landing pages in CSB are campaign-specific (e.g., for a hiring event) and typically hosted within CSB to leverage data capture forms and job links. External landing pages are less common for career info.

\* Option D (Category page): Incorrect. Category pages (e.g., "Sales Jobs") display job listings and are core to CSB's purpose. Hosting them externally defeats CSB's job-centric design.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (External Links and Page Types).

### NEW QUESTION # 51

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