

# SAP C\_THR84\_2505 Exam Cram Questions | Reliable Study C\_THR84\_2505 Questions

## CHƯƠNG 4

1. Sự ra đời của TB tài chính là kết quả của:
  - A. Sự phát triển độc quyền ngân hàng
  - B. Quá trình hợp nhất độc quyền ngân hàng với độc quyền công nghiệp**
  - C. Sự phát triển độc quyền công nghiệp
  - D. Sự phát triển thị trường tài chính
2. Bán chất của CNTB trong giai đoạn độc quyền Nhà nước là:
  - A. Hình thái KTXH
  - B. Một phương thức SX mới
  - C. Quan hệ kinh tế, chính trị, xã hội**
  - D. Thể chế chính trị của CNTB
3. Biểu hiện mới của quy luật giá trị trong giai đoạn độc quyền của CNTB là:
  - A. Quy luật giá cả SX
  - B. Quy luật lợi nhuận độc quyền
  - C. Quy luật giá cả độc quyền**
  - D. Quy luật lợi nhuận bình quân
4. Cơ chế kinh tế của CNTB trong giai đoạn độc quyền nhà nước gồm:
  - A. Cơ chế thị trường và độc quyền tư nhân
  - B. Độc quyền tư nhân và sự điều tiết của nhà nước
  - C. Cơ chế thị trường, độc quyền tư nhân và sự điều tiết của nhà nước**
  - D. Cơ chế thị trường và sự điều tiết của nhà nước
5. Nguyên nhân nào làm cho CNTB chuyển từ giai đoạn tự do cạnh tranh sang giai đoạn độc quyền?
  - A. Do cuộc đấu tranh của giai cấp công nhân và nhân dân lao động
  - B. Do sự can thiệp của nhà nước tư sản
  - C. Do sự tập trung SX dưới tác động của cách mạng khoa học-công nghệ**
  - D. Cả A, B, C
6. Khi CNTB chuyển sang giai đoạn độc quyền thì:
  - A. Các quy luật trong giai đoạn tự do cạnh tranh của CNTB bị phủ định
  - B. Các quy luật kinh tế của SX hàng hóa bị phủ định
  - C. Làm cho các quy luật kinh tế của SX hàng hóa và của CNTB có hình thức biểu hiện mới**
  - D. Không làm thay đổi các quy luật kinh tế nói chung
7. Xuất khẩu hàng hóa là đặc điểm của:
  - A. Sản xuất hàng hóa giản đơn

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## **SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q42-Q47):**

### **NEW QUESTION # 42**

When internal career site is enabled, what can be different on the Career Site Builder site for internal employees and external candidates? Note: There are 2 correct answers to this question.

- A. Internals and externals may see different job layouts.
- B. Internals and externals may see different headers and footers.
- C. Internals and externals may be able to apply to different jobs.
- D. Internals and externals may see different page components.

**Answer: A,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Enabling an internal career site in Career Site Builder (CSB) allows tailored experiences for employees vs. external candidates, leveraging audience-specific configurations. Let's detail the differences:

\* Option A (Internals and externals may see different job layouts): Correct. Job layouts can vary based on audience to reflect internal vs. external needs.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When the internal career site is enabled, different job layouts can be configured for internal employees and external candidates, allowing customization such as additional internal-only fields or simplified external views."

\* Reasoning: Internals might see a three-column layout with "Internal Transfer Info" on careers.

bestrun.com/internal/job/123, while externals get a two-column layout on careers.bestrun.com/job/123. This is set in CSB > Custom Layouts Editor with audience rules.

\* Practical Example: For "Best Run," internals see "Referral Bonus" details, while externals see a basic apply section, tested in a sandbox.

\* Option C (Internals and externals may see different page components): Correct. Components can be tailored to each audience's context.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Page components, such as banners or call-to-actions, can differ between internal and external views when the internal career site is enabled, tailoring content to each audience."

\* Reasoning: A "Welcome Employees" banner appears for internals on the Home page, while externals see "Join Us," configured in CSB > Pages > Components > Audience Settings.

\* Practical Example: "Best Run" shows an "Internal News" component for employees, not externals, verified post-login.

\* Option B: Incorrect. Headers and footers are typically global, managed in Global Styles, not audience- specific.

\* Option D: Incorrect. Job eligibility is determined in Recruiting Management (e.g., internal job flags), not CSB display differences.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Internal Career Site).

### **NEW QUESTION # 43**

Your new customer will be implemented using the Unified Data Model and has specific requirements for their job layouts. Which of the following can be configured in the Custom Layouts Editor? Note: There are 3 correct answers to this question.

- A. Some layouts will have one column, some will have two columns, and some will have three columns.
- B. Different fields from the job requisition template can be used to define the layout rules for the different job layouts.
- C. Regardless of the number of columns used, the search bar must span across the top of all job pages.
- D. The Apply Now button should be present only at the bottom of the job page.
- E. The default layout can be used for specific jobs, even when the job matches the layout rules for a different job layout.

**Answer: A,B,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Custom Layouts Editor in CSB with the Unified Data Model (UDM) allows tailored job page displays to meet diverse customer needs. Let's break it down:

\* Option A (Different fields from the job requisition template can be used to define the layout rules for the different job layouts): Correct. Layout rules can be based on requisition fields (e.g., "Department" = "Sales" triggers a two-column layout).

- \* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "In the Custom Layouts Editor, administrators can define layout rules using fields from the job requisition template, such as department or job type, to apply different layouts to specific job categories."
- \* Reasoning: In CSB > Custom Layouts Editor, mapping "Department" to a rule (e.g., Sales = 2 columns, Tech = 3 columns) tailors displays. This leverages UDM's field mapping from Admin Center > Setup Recruiting Marketing Job Field Mapping.
- \* Practical Example: For "Best Run," a "Sales" job uses a layout with skills on the left, while a "Tech" job adds a third column for certifications.
- \* Option B (The default layout can be used for specific jobs, even when the job matches the layout rules for a different job layout): Correct. The default layout serves as a fallback or intentional override.
- \* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The default job layout can be applied to specific jobs in the Custom Layouts Editor, overriding layout rules if needed, to ensure flexibility in presentation."
- \* Reasoning: A job matching a "Sales" rule can manually use the default layout (e.g., one column) for consistency, configured in CSB > Job Layouts > Exceptions.
- \* Practical Example: "Best Run" sets a "Manager" job to the default despite a "Sales" rule, verified in a test job page.
- \* Option E (Some layouts will have one column, some will have two columns, and some will have three columns): Correct. Column flexibility supports varied designs.
- \* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Custom Layouts Editor supports configuring layouts with one, two, or three columns, allowing varied presentations based on customer requirements."
- \* Reasoning: A one-column layout lists details vertically, a two-column splits job info and apply, and a three-column adds skills-configured in CSB > Layouts > Column Settings.
- \* Practical Example: "Best Run" uses one column for mobile, two for desktop, and three for detailed roles.
- \* Option C: Incorrect. The search bar's position is a global setting in Global Styles, not layout-specific.
- \* Option D: Incorrect. The Apply Now button's placement (top/bottom) is configurable per layout, not fixed.

: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Career Site Builder Administration Guide (Custom Layouts).

#### NEW QUESTION # 44

Which of the following apply regarding the AI Assisted Skills Matching feature enhancement? Note: There are 2 correct answers to this question.

- A. This feature allows customers to include a Data Privacy statement for candidates to accept before uploading their resume.
- B. The candidate will see the top 15 jobs that they have been matched to after their skills have been identified.
- C. The candidate's resume and identified skills will be stored temporarily in the system for one hour.
- D. Candidates can upload their resume and AI will analyze and identify skills in their resume and match them to jobs which list the same skills.

**Answer: A,D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The AI Assisted Skills Matching feature enhances candidate-job alignment:

- \* Option A (Candidates can upload their resume and AI will analyze and identify skills): Correct. AI parses resumes to extract skills and matches them to job requisitions, improving candidate experience.
- \* SAP Documentation Excerpt: From the Recruiting Marketing Enhancements Guide: "With AI Assisted Skills Matching, candidates can upload their resumes, and the system uses artificial intelligence to identify skills and match them to relevant job postings."
- \* Option D (This feature allows customers to include a Data Privacy statement): Correct. Privacy compliance (e.g., GDPR) requires a consent statement before resume upload.
- \* SAP Documentation Excerpt: From the Recruiting Marketing Enhancements Guide: "Customers can configure a Data Privacy statement that candidates must accept prior to uploading their resume, ensuring compliance with data protection regulations."
- \* Option B (The candidate's resume and identified skills will be stored temporarily for one hour): Incorrect. No specific one-hour limit is documented; storage duration depends on configuration and compliance settings.

#### NEW QUESTION # 45

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

**Answer: A,B**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Tracking candidates from a corporate site to CSB requires source attribution for accurate reporting in Advanced Analytics. Let's detail the necessary actions:

- \* Option A (Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site): Correct. Backlinks with UTM parameters (e.g., ?source=corporate) enable tracking of candidate origins.
- \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Provide source-coded backlinks (e.g., careers.company.com?source=corporate) to the customer for placement on their corporate site, allowing Advanced Analytics to report on candidates arriving from these links."
- \* Reasoning: Replacing www.bestrun.com/careers with careers.bestrun.com/?source=corp tracks referrals. The consultant provides a link template (e.g., careers.bestrun.com/?utm\_source=corporate&utm\_medium=web&utm\_campaign=referral) for the customer to implement on their site.
- \* Practical Example: For "Best Run," the customer updates www.bestrun.com/careers to the coded link, and AA shows 50 candidates from this source in March 2025.
- \* Option D (Submit the Referral Engine Task support ticket after moving your customer's CSB site to production): Correct. The Referral Engine enhances tracking of external referrals, requiring a support ticket for activation.
- \* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "After moving the CSB site to production, submit the Referral Engine Task support ticket to enable advanced tracking of candidate referrals from external sites, such as the corporate website, in reporting tools."
- \* Reasoning: Post-production (e.g., March 1, 2025), the consultant submits a ticket via the SAP Support Portal, requesting Referral Engine setup. This backend feature processes referral data for AA.
- \* Practical Example: For "Best Run," the ticket activates tracking, and a report shows 75% of referrals from www.bestrun.com.
- \* Option B (Recommend that your customer opt-in for the Organic Network): Incorrect. The Organic Network is unrelated to corporate site tracking; it's for organic search optimization.
- \* Option C (Add a campaign code to all XML job feeds): Incorrect. XML feeds track job board sources, not corporate site referrals.

: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide; Career Site Builder Administration Guide.

#### NEW QUESTION # 46

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

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

**Answer: A**

#### NEW QUESTION # 47

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