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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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 5	• 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.
Topic 6	• 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 7	• 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.
Topic 8	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q55-Q60):

NEW QUESTION # 55
What are some of the responsibilities of a functional consultant on a Career Site Builder (CSB) implementation? Note: There are 2 correct answers to this question.

- A. Build the customer's CSB site using custom plugins.
- B. Implement backlinks on the customer's corporate web site that link to their CSB site.
- C. Work with the customer to develop a job distribution strategy.
- D. Ensure that the job data supports the customer's recruiting strategy.

Answer: C,D

NEW QUESTION # 56
When moving a Career Site Builder site to production, which four XML files must you export for the move to production?

- A. Site Settings, Career Site Builder Settings, Category pages, Translations
- B. Candidate Profile, Site Settings, Translations, Category pages
- C. Site Settings, Career Site Builder Settings, Content pages, Translations
- D. Content pages, Category pages, Job Layouts, Career Site Builder Settings

Answer: A

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Moving a Career Site Builder (CSB) site from Stage to Production requires exporting key configurations as XML files to replicate
the site accurately. Let's identify the correct set:
* Option A (Site Settings, Career Site Builder Settings, Category pages, Translations): Correct.
These four files encompass the essential configurations for a successful move.
* SAP Documentation Excerpt: From the Implementation Handbook: "To move a CSB site to production, export the following
XML files from Stage: Site Settings, Career Site Builder Settings, Category pages, and Translations. These files contain the core
configuration, page structure, and localized text required for production deployment."
* Breakdown:
* Site Settings: Includes domain (e.g., careers.bestrun.com), SSL, and integration details.
* Career Site Builder Settings: Covers Global Styles, headers, footers, and JavaScript.
* Category pages: Defines job listing pages (e.g., "Sales Jobs").
* Translations: Ensures system text (e.g., "Search") is localized (e.g., "Rechercher").
* Reasoning: Exporting these in CSB > Tools > Export, then importing to Production via CSB > Tools > Import, ensures the site
mirrors Stage. Missing files (e.g., Content pages) can be added later but aren't mandatory.
* Practical Example: For "Best Run," exporting these files on March 1, 2025, and importing to Production replicates the Stage site,
verified by browsing careers.bestrun.com.
* Option B: Incorrect. "Candidate Profile" isn't an exportable CSB file; it's Recruiting Management data.
* Option C: Incorrect. "Content pages" are optional, not core, unlike "Category pages."
* Option D: Incorrect. "Job Layouts" are part of "Career Site Builder Settings," not a separate export;
"Content pages" aren't essential.
: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Stage to Production Move).

NEW QUESTION # 57
Your customer is considering implementing Advanced Analytics. What are some advantages of generating reports in Advanced
Analytics? Note: There are 3 correct answers to this question.

- A. Provides a variety of options for generating graphics to display report results
- B. Allows customers to drill into recruiting data such as dates, brands, and job categories
- C. Provides insight into which sources are delivering high-quality candidates
- D. Allows customers to evaluate trends in source performance over time
- E. Allows customers to track direct and indirect recruiting costs for job postings

Answer: B,C,D

NEW QUESTION # 58
What are the options for enabling the ?Hear more about career opportunities? flag (also called ?Consent to Marketing") on the
candidate profile so that a candidate receives email campaigns? Note: There are 3 correct answers to this question.

- A. A back-end script is run to update all candidates? settings for ?Hear more about career opportunities?.
- B. The candidate selects ?Hear more about career opportunities" when creating an account.
- C. An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the ?Hear more about career
opportunities? option is enabled.
- D. The candidate updates the setting for ?Hear more about career opportunities" from their candidate profile.
- E. A recruiter updates the setting for ?Hear more about career opportunities? from the candidate's profile.

Answer: B,C,D

NEW QUESTION # 59
When choosing to use a standard URL for their career site with Career Site Builder, which of the following configuration options are
available to customers?Note: There are 2 correct answers to this question.

- A. Customers can choose a subdomain and domain that is completely unique to their organization when using the standard
URL for their career site.
- B. Existing customers wishing to transition to a standard URL can maintain 2 active URLs for up to 12 months, 1 primary and

1 secondary, during the transition period.
- C. Customers can choose a subdomain that is unique to their organization and the rest of the URL will be generic: <subdomain>jobs.hr.cloud.sap.
- D. SAP maintain the DNS and SSL certificates on behalf of the customer, when using the standard URL.

Answer: C,D

NEW QUESTION # 60

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