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

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q64-Q69):

NEW QUESTION # 64

Which of the following are leading practices regarding the Source Tracker functionality? Note: There are 3 correct answers to this question.

- A. When setting up the Source Tracker for your customer, enable all possible sources.
- **B. Adding a tracking link enables reporting in Advanced Analytics for manually posted jobs.**
- **C. Enable your customer's Source Tracker options from Command Center.**
- D. If a source that the customer requests is NOT available to enable in the Site Source Editor, submit a support ticket to request that the source be created.
- **E. Before a recruiter manually posts a job online, they should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder.**

Answer: B,C,E

NEW QUESTION # 65

our customer would like to take advantage of the enhanced search capabilities for location. Which of these steps below are required? Note: There are 2 correct answers to this question.

- A. Map each Job Location Generic Object to a Location Foundation Object.
- **B. Configure Job Location Generic Objects.**
- **C. Enable the Unified Data Model in Career Site Builder.**
- D. Configure multi-locations for the locations.

Answer: B,C

NEW QUESTION # 66

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

Answer: C,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 # 67

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

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

Answer: C,D

NEW QUESTION # 68

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

Answer: A,B,D

NEW QUESTION # 69

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