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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 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	• 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 7	• 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 8	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q28-Q33):

NEW QUESTION # 28
What tasks related to job distribution are you responsible for? Note: There are 3 correct answers to this question.

- A. Conduct the job delivery intake meeting.
- B. Create the customer's standard XML feeds.
- C. Work with job boards to arrange special pricing for your customer.
- D. Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor.
- E. Deliver jobs directly to compliance job boards.

Answer: A,B,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
As a consultant for SAP SuccessFactors Recruiting:
* Option A (Create the customer's standard XML feeds): Correct. Consultants configure standard XML feeds to automate job distribution, included in the Recruiting statement of work (SOW).
* SAP Documentation Excerpt: From the Recruiting Posting Guide: "The consultant is responsible for creating one standard XML feed as part of the standard recruiting implementation to facilitate automated job distribution to job boards."
* Option B (Conduct the job delivery intake meeting): Correct. This meeting aligns customer requirements with job distribution strategy, a key consultant task.
* SAP Documentation Excerpt: From the Implementation Handbook: "Conducting the job delivery intake meeting is a critical step where the consultant gathers customer preferences and requirements for job distribution processes."
* Option E (Train your customers how to populate their preferred sources in the Career Site Builder Site Source Editor): Correct. Training ensures customers can manage sources post- implementation.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Consultants should train customers on using the

Site Source Editor to populate and manage preferred job sources, empowering self-sufficiency."
* Option C (Work with job boards to arrange special pricing): Incorrect. This is a sales or procurement task, not a consultant's responsibility.
: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Posting Guide; Implementation Handbook.

NEW QUESTION # 29
Your 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. Enable the Unified Data Model in Career Site Builder.
- B. Configure Job Location Generic Objects.
- C. Map each Job Location Generic Object to a Location Foundation Object.
- D. Configure multi-locations for the locations.

Answer: B,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Enhanced location search capabilities in CSB allow candidates to filter jobs by geographic criteria, requiring specific configurations:
* Option C (Map each Job Location Generic Object to a Location Foundation Object): Correct. The Unified Data Model (UDM) enhances search by leveraging Foundation Objects (e.g., Location).
Mapping Job Location Generic Objects to these ensures accurate location data flows into the career site for search functionality.
* Option D (Configure Job Location Generic Objects): Correct. Job Location Generic Objects must be set up in the system to store and manage location data for job requisitions, enabling the enhanced search feature.
* Option A (Enable the Unified Data Model in Career Site Builder): While UDM enhances search capabilities, it's a prerequisite, not a "step" specific to location search configuration. The question asks for required steps, not prerequisites, making this less precise.
: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide.

NEW QUESTION # 30
What happens if a candidate is navigating the Career Site Builder site and clicks to access a branded page that has NOT been built?

- A. A message will display asking the candidate to select a brand.
- B. An error message will be displayed.
- C. The page for the default brand will display.
- D. The home page for that brand will display.

Answer: B

NEW QUESTION # 31
What are some key features of a fully hosted Career Site Builder (CSB) site? Note: There are 2 correct answers to this question.

- A. All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site.
- B. The customer maintains their own career site in addition to the CSB career site.
- C. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system.
- D. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site.

Answer: A,D

NEW QUESTION # 32
What are some of the ways that candidates can be added to a talent pool? Note: There are 3 correct answers to this question.

- A. Candidates can add themselves.
- B. Add from the Applicant Workbench.
- C. Add from an email campaign.
- D. Auto-populate from a saved search.

- E. Add from a Candidate Search.

Answer: B,D,E

NEW QUESTION # 33
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Without a doubt, there is one thing that can assist them with perceiving this interest and clearing their SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C_THR84_2505) exam with flying colors. SAP C_THR84_2505 dumps merge all that gigantic and the competitor doesn't require to purchase the aide or different books to review. They have this test material and need nothing else for planning SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience exam.

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