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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 6	• 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 7	• 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 (Q22-Q27):

NEW QUESTION # 22
As part of their sales2023 campaign, your customer wishes to post a link to YouTube that directs candidates to the Sales Jobs category page. Which URL contains the correct tracking links for this scenario?

- A. https://jobs.company.com/go/Sales-Jobs/597140/&utm_source=sales2023&utm_campaign=youtube
- B. https://jobs.company.com/go/Sales-Jobs/597140/?utm_campaign=sales2023
- C. https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube&utm_campaign=sales2023
- D. https://jobs.company.com/go/SaIes-Jobs/597140/Qutm_source=youtube&utm_campaign=sales2023

Answer: C

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Tracking links with UTM parameters enable campaign performance analysis in Advanced Analytics. Let's evaluate the options for the sales2023 YouTube link to the Sales Jobs page:
* Option C (https://jobs.company.com/go/Sales-Jobs/597140/?utm_source=youtube& utm_campaign=sales2023): Correct. This URL uses the proper syntax with a question mark (?) to start UTM parameters, followed by utm_source=youtube (the referral platform) and utm_campaign=sales2023 (the campaign name), separated by an ampersand (&).
* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Use UTM parameters in tracking links (e.g., ? utm_source=youtube&utm_campaign=campaignName) to accurately track candidate sources in Advanced Analytics from external platforms like YouTube."
* Reasoning: Posted on YouTube, this link (e.g., https://jobs.bestrun.com/go/Sales-Jobs/597140/? utm_source=youtube&utm_campaign=sales2023) directs to the Sales Jobs page and logs
"youtube" as the source in AA, allowing "Best Run" to measure campaign success. The syntax adheres to UTM standards (source, medium, campaign), with medium optional here.
* Practical Example: For "Best Run," embedding this in a YouTube video description shows 100 clicks from YouTube in AA by March 10, 2025.
* Option A (https://jobs.company.com/go/SaIes-Jobs/597140/Qutm_source=youtube& utm_campaign=sales2023): Incorrect.
"SaIes" has a typo (likely meant "Sales"), and "Qutm_source" is invalid (should be ?utm_source); this breaks tracking.
* Option B (https://jobs.company.com/go/Sales-Jobs/597140/&utm_source=sales2023& utm_campaign=youtube): Incorrect. The ampersand (&) before utm_source is wrong; it should start with ? after the page URL, invalidating the parameters.
* Option D (https://jobs.company.com/go/Sales-Jobs/597140/?utm_campaign=sales2023): Incorrect.
Missing utm_source limits tracking to campaign only, omitting the YouTube origin.
: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide (Tracking Links).

NEW QUESTION # 23
What are the recommended actions to be completed before the Career Site Builder (CSB) kickoff call? Note:
There are 2 correct answers to this question.

- A. Develop the CSB project plan.
- B. Assist the customer to complete the Readiness Checklist.
- C. Finish the CSB Configuration Workbook.
- D. Review the statement of work (SOW).

Answer: B,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
The CSB kickoff call sets the implementation stage, requiring pre-call preparation to ensure alignment. Let's explore the recommended actions:
* Option C (Assist the customer to complete the Readiness Checklist): Correct. The Readiness Checklist confirms prerequisites (e.g., provisioning access, branding assets, domain setup) are met.
* SAP Documentation Excerpt: From the Implementation Handbook: "Before the CSB kickoff call, the consultant should assist the customer in completing the Readiness Checklist to verify that all foundational elements, such as system access and branding materials, are prepared."
* Reasoning: Without assets like a logo or confirmation of careers.bestrun.com provisioning, the call can't proceed effectively. The consultant reviews the checklist (e.g., Admin Center > Readiness) with the customer, ensuring items like "SSL Certificate Ready" are checked.
* Practical Example: For "Best Run," the consultant helps the customer confirm provisioning on January 10, 2025, before the January 15 kickoff.
* Option D (Review the statement of work (SOW)): Correct. The SOW defines scope, deliverables, and timelines, ensuring all parties are aligned.
* SAP Documentation Excerpt: From the Implementation Handbook: "Reviewing the statement of work prior to the CSB kickoff call is recommended to align expectations on deliverables, timelines, and responsibilities between the consultant and customer."
* Reasoning: Reviewing the SOW (e.g., confirming 20 Category pages, one XML feed) avoids mid-project scope creep. The consultant annotates the document, highlighting key points for discussion.
* Practical Example: For "Best Run," the consultant reviews the SOW on January 12, noting the go-live date of March 1, 2025.
* Option A (Finish the CSB Configuration Workbook): Incorrect. The workbook is populated post- kickoff with requirements gathered during the call.
* Option B (Develop the CSB project plan): Incorrect. The project plan is drafted after the kickoff, based on discussed needs.
: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Pre-Kickoff Preparation).

NEW QUESTION # 24
You have created a data capture form for your customer and now are configuring the Recruiting Email Notification template and Recruiting email trigger for candidates who complete the form. Which trigger will you enable for this purpose?

- A. Data Capture Form Submitted - Welcome and Set Password Email
- B. Welcome/Thanks for Creating Account
- C. Career Site E-Mail Notification
- D. Recruiting Manual Candidate Creation Notification

Answer: A

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Data capture forms in CSB collect candidate information (e.g., name, email) without requiring a full job application. After submission, an email trigger notifies the candidate. Here's why D is correct:
* Option D (Data Capture Form Submitted - Welcome and Set Password Email): This trigger is specifically designed for data capture form submissions. It sends a welcome email with a link to set a password, enabling candidates to create an account and access the career site. It aligns with the scenario of capturing initial candidate interest and encouraging further engagement.
* Option A (Career Site E-Mail Notification): Too generic; it doesn't specify the data capture context and isn't a defined trigger for this purpose.
* Option B (Recruiting Manual Candidate Creation Notification): This applies to recruiters manually adding candidates in the system, not form submissions by candidates.
: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Email Configuration Guide.

NEW QUESTION # 25
Your customer requires a branded career site and is using the Unified Data Model. What are some of the configuration steps that

you must complete? Note: There are 3 correct answers to this question.

- A. Create a microsite for each brand.
- B. Configure a custom Marketing Brand Generic Object.
- C. Create the brands from Manage Data.
- D. Configure the standard Marketing Brand Generic Object.
- E. Map the brand field from Setup Recruiting Marketing Job Field Mapping.

Answer: A,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:
For a multi-brand CSB site with UDM:
* Option A (Map the brand field from Setup Recruiting Marketing Job Field Mapping): Correct.
The brand field must be mapped to ensure job requisitions reflect the correct brand on the CSB site, a critical UDM step.
* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "To enable brand-specific job postings, the brand field must be mapped in Setup Recruiting Marketing Job Field Mapping to associate job requisitions with the appropriate brand displayed on the Career Site Builder site."
* Option B (Configure the standard Marketing Brand Generic Object): Correct. The standard Marketing Brand Generic Object defines brand attributes (e.g., name, logo) and is required for UDM multi-brand functionality.
* SAP Documentation Excerpt: From the Career Site Builder Multi-Brand Guide: "The standard Marketing Brand Generic Object is configured to store brand-specific data, such as logos and descriptions, which are utilized by the Unified Data Model for multi-brand career sites."
* Option D (Create a microsite for each brand): Correct. In CSB, each brand typically gets a microsite (e.g., careers.brand1.com) to differentiate candidate experiences, configured with UDM.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "For customers with multiple brands, configure microsites within Career Site Builder for each brand to provide a tailored candidate experience, leveraging the Unified Data Model for data consistency."
* Option C (Configure a custom Marketing Brand Generic Object): Incorrect. The standard object suffices; a custom object isn't typically required unless unique fields are needed beyond SAP's defaults.
: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Career Site Builder Multi-Brand Guide.

NEW QUESTION # 26
Which of the following are acceptable configurations that could be added as JavaScript with Career Site Builder? Note: There are 3 correct answers to this question.

- A. Custom third-party cascading style sheets (CSS)
- B. Custom third-party survey tools
- C. Custom third-party libraries
- D. Custom third-party analytics for tracking purposes
- E. Custom third-party chatbots

Answer: B,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Career Site Builder (CSB) allows JavaScript enhancements to extend functionality, provided they align with SAP's security and compatibility standards. Let's explore each option in depth:
* Option B (Custom third-party survey tools): Correct. Survey tools (e.g., SurveyMonkey) can be integrated via JavaScript to gather candidate feedback on the CSB site.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Custom third-party survey tools can be added to CSB using JavaScript, enabling customers to collect candidate insights directly on the career site, provided the scripts are properly tested and secure."
* Reasoning: A survey pop-up after a job application enhances user experience by collecting data without altering core CSB functionality.
* Practical Example: Embedding a script like <script src="https://surveymonkey.com/embed.js"></script> on a Landing page to ask, "How was your application experience?"
* Option D (Custom third-party chatbots): Correct. Chatbots (e.g., Drift) improve candidate interaction and are supported via JavaScript.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Third-party chatbots can be integrated into CSB using JavaScript to provide real-time candidate support, such as answering FAQs or guiding job searches."
* Reasoning: A chatbot can greet candidates with "Hi! Need help finding a job?"-a common enhancement verified in CSB implementations.
* Practical Example: Adding <script src="https://drift.com/chat.js"></script> in CSB's JavaScript editor for live chat on the Home page.
* Option E (Custom third-party analytics for tracking purposes): Correct. Analytics tools (e.g., Google Analytics) track site usage via JavaScript.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Custom third-party analytics scripts, such as Google Analytics, can be added to CSB to track candidate behavior and site performance, supplementing built-in analytics."
* Reasoning: Tracking page views or click-through rates provides insights beyond Advanced Analytics, a frequent customer need.
* Practical Example: Including <script async src="https://www.googletagmanager.com/gtag/js?id=G-XXXX"></script> to monitor traffic on careers.bestrun.com.
* Option A (Custom third-party libraries): Incorrect. While technically possible, generic libraries (e.g., jQuery) aren't typically "acceptable" as standalone enhancements unless tied to a specific function (like B, D, E). SAP discourages unnecessary libraries to avoid bloat.
* Option C (Custom third-party cascading style sheets (CSS)): Incorrect. CSS is added via CSB's Global Styles or inline, not JavaScript. JavaScript-based CSS is unsupported and risks conflicts.

NEW QUESTION # 27

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In the era of rapid development in the IT industry, we have to look at those IT people with new eyes. They use their high-end technology to create many convenient place for us. And save a lot of manpower and material resources for the state and enterprises. And even reached unimaginable effect. Of course, their income must be very high. Do you want to be the kind of person? Do you envy them? Or you are also IT person, but you do not get this kind of success. Do not worry, PracticeDump's SAP C_THR84_2505 Exam Material can help you to get what you want. To select PracticeDump is equivalent to choose a success.

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