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SAP C_THR84_2505 Exam Syllabus Topics:

| Topic | Details |
|---------|---|
| Topic 1 | <ul style="list-style-type: none">• 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 2 | <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. |
| Topic 3 | <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 4 | <ul style="list-style-type: none">• 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 | <ul style="list-style-type: none">• 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 | <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">• 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 8 | <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. |

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q32-Q37):

NEW QUESTION # 32

What could delay the completion of the localization of your customer's career site? Note: There are 3 correct answers to this question.

- A. The consultant did NOT include all of the text for the default locale in the configuration workbook.
- B. Google Translate did NOT contain all of the terms in the text for your customer's site.
- C. The customer requested changes to the localization of system text in Career Site Builder.
- D. The customer has NOT approved the default locale.

- E. The customer translated html tags and tokens in the locale columns of the configuration workbook.

Answer: A,D,E

NEW QUESTION # 33

When the Unified Data Model is enabled, which of the following options are available when configuring the search experience?

Note: There are 3 correct answers to this question.

- A. Enable location-based searches on the search bar.
- B. Configure options for the search results page and the job results cards for each of your customer's brands.
- C. Select fields from the job requisition template for the search results card and designate on which line of the card to display each.
- D. Configure a color or image for the search bar for each of your customer's brands.
- E. Select fields from the job requisition template to display in individual drop-down menus on the search bar.

Answer: A,B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Unified Data Model (UDM) enhances CSB's search experience:

* Option A (Enable location-based searches on the search bar): Correct. UDM supports location-based filtering (e.g., via Google Maps integration), a key feature for candidate search.

* Option D (Select fields from the job requisition template for the search results card and designate on which line of the card to display each): Correct. UDM allows customization of search result cards (e.g., title, location) via mapped fields, configurable in CSB.

* Option E (Configure options for the search results page and the job results cards for each of your customer's brands): Correct. Multi-brand sites can tailor search results and cards per brand in CSB.

* Option B (Select fields from the job requisition template to display in individual drop-down menus on the search bar): Incorrect. Drop-downs are predefined (e.g., category, location), not fully customizable per requisition fields.

: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide.

NEW QUESTION # 34

What must you consider when configuring custom headers in Career Site Builder?

- A. If a custom header is configured, then all of the headers on the career site must be custom.
- B. Each component in a custom header must be configured on a separate row.
- C. The Sign-In and Language component is required.
- D. The Logo component is required.

Answer: C

NEW QUESTION # 35

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

Answer: A,B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Talent pools store candidates for future roles:

* Option A (Add from a Candidate Search): Correct. Recruiters can add candidates from search results in Recruiting Management.

* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Candidates identified via Candidate Search can be manually added to talent pools by recruiters to build a pipeline."

- * Option B (Auto-populate from a saved search): Correct. Saved searches can automatically feed matching candidates into pools.
 - * SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Saved searches can be configured to auto-populate talent pools with candidates meeting predefined criteria, streamlining pipeline management."
 - * Option D (Add from the Applicant Workbench): Correct. Recruiters can add applicants from the workbench post-application.
 - * SAP Documentation Excerpt: From the Recruiting Management Guide: "From the Applicant Workbench, recruiters can add candidates to talent pools, such as 'Silver Medalists,' for future consideration."
 - * Option C: Incorrect. Email campaigns engage candidates but don't directly add them to pools.
- : SAP SuccessFactors Recruiting: Candidate Experience - Talent Pool Administration Guide.

NEW QUESTION # 36

Assume that you have set up and run Recruiter Sync, but users do NOT appear in Career Site Builder under Users > Roles > Admin Users. What are some of the steps you can take to troubleshoot this issue? Note: There are 2 correct answers to this question.

- A. Check the field mapping from Admin Center > Set Up Recruiting Marketing Job Field Mapping.
- B. Check the Export Jobs to CSV log from Command Center.
- C. Check that each user has a unique email address.
- D. Check the Export Automated Process Logs from Command Center.

Answer: C,D

NEW QUESTION # 37

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