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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
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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"> 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 3	<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 4	<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 5	<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 6	<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 7	<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 8	<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 9	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q54-Q59):

NEW QUESTION # 54

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

Answer: B,C

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 # 55

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. The Logo component is required.
- **C. The Sign-In and Language component is required.**
- D. Each component in a custom header must be configured on a separate row.

Answer: C

NEW QUESTION # 56

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

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

Answer: B,C,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 # 57

Why is it important to set up CSB Role Based Permission from CSB > Users > Roles? Note: There are 2 correct answers to this question.

- A. Until CSB Role Based Permission is enabled, all users with access to CSB have all permissions in the tool.
- B. Site setup settings are located within CSB and should only be accessed by trained administrators.
- C. Until CSB Role Based Permission is enabled, NO users can access CSB.
- D. When CSB Role Based Permission is enabled, administrators receive a notification that users also need permissions in Admin Center.

Answer: A,B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Role-Based Permissions (RBP) in CSB control access:

* Option A (Site setup settings are located within CSB and should only be accessed by trained administrators): Correct. Sensitive settings (e.g., site configuration) require restricted access to prevent errors.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Site setup settings within Career Site Builder are critical and should be restricted to trained administrators via Role-Based Permissions to ensure proper configuration and maintenance."

* Option C (Until CSB Role Based Permission is enabled, all users with access to CSB have all permissions in the tool): Correct. Without RBP, access is unrestricted, posing a risk to site integrity.

* SAP Documentation Excerpt: From the Career Site Builder Security Guide: "If Role-Based Permissions are not configured in CSB > Users > Roles, all users with access to the tool will have full permissions until restrictions are applied."

* Option B (Administrators receive a notification): Incorrect. No such notification mechanism exists in CSB for Admin Center permissions.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Security Guide.

NEW QUESTION # 58

In order to add the Cloud Skills component to the Career Site, which of the following must be enabled? Note: There are 2 correct answers to this question.

- A. Legacy Candidate Workbench
- B. **Mobile Apply**
- C. Multi-Stage Applications
- D. Unified Data Model

Answer: B,D

NEW QUESTION # 59

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