

The Best C_THR84_2505 - 100% SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Exam Coverage



SAP CERTIFICATION

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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">• 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">• 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"> • 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 7	<ul style="list-style-type: none"> • 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	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q78-Q83):

NEW QUESTION # 78

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

Answer: D

NEW QUESTION # 79

What are some leading practices regarding the timing of the Advanced Analytics implementation? Note: There are 2 correct answers to this question.

- A. Advanced Analytics can be implemented when the applicant status set is created.
- B. The steps to implement Advanced Analytics must be completed over two or more days.
- C. Implement Advanced Analytics immediately following the Career Site Builder site go-live.
- D. The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.

Answer: A,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Advanced Analytics (AA) in Recruiting provides insights into candidate sourcing and pipeline:

* Option C (Implement Advanced Analytics immediately following the Career Site Builder site go- live): Correct. Implementing AA

post-CSB go-live ensures data collection starts early, maximizing historical insights, a best practice in SAP guides.

* Option D (Advanced Analytics can be implemented when the applicant status set is created):

Correct. AA relies on applicant statuses (e.g., "Applied," "Hired"); implementing it when statuses are defined ensures data mapping readiness.

* Option A (The steps to implement Advanced Analytics must be completed over two or more days)

: Incorrect. Timing isn't mandated; it depends on complexity, not a fixed multi-day rule.

: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Implementation Guide.

NEW QUESTION # 80

When configuring Advanced Analytics, which applicant statuses do NOT need to be mapped? Note: There are 2 correct answers to this question.

- A. Auto Disqualified
- B. Forwarded
- C. Invited to Apply
- D. Withdrawn by Candidate

Answer: B,C

NEW QUESTION # 81

In addition to their Career Site Builder (CSB) site, some customers also maintain career information on a site they host externally. The content of what type of page is most often hosted by a customer externally and linked with their CSB site?

- A. Map page
- B. Landing page
- C. Category page
- D. Content page

Answer: D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In SAP SuccessFactors Recruiting: Candidate Experience, Career Site Builder (CSB) is a fully hosted solution for career sites, but some customers maintain supplemental career-related content on external sites (e.g., their corporate website) and link it to CSB.

Let's analyze why "Content page" is the most common type hosted externally:

* Option A (Content page): Correct. Content pages, such as "About Us," "Company Culture," or

"Benefits," provide static, informational content about the employer. These are frequently hosted on a customer's corporate site because they align with broader branding efforts and may already exist outside the CSB scope. Linking these to CSB ensures candidates can access detailed company info without duplicating it in CSB.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Customers often maintain content pages, such as 'About Us' or 'Our Values,' on their externally hosted corporate websites. These can be linked from the CSB site via external type links in the header or footer to provide candidates with additional employer information."

* Reasoning: Imagine a company like "Best Run Corp." Their CSB site (careers.bestrun.com) focuses on job listings, but their corporate site (www.bestrun.com) has an "About Us" page detailing their history. A header link in CSB to this external content page enhances the candidate experience without overloading CSB with non-job content.

* Practical Example: In a multi-brand scenario, a customer might link to a corporate "Diversity" page to reinforce their employer brand consistently across platforms.

* Option B (Map page): Incorrect. A "Map page" isn't a standard CSB page type. While CSB integrates Google Maps for job locations, customers rarely host standalone map pages externally, as this functionality is embedded within CSB's search experience.

* Option C (Landing page): Incorrect. Landing pages in CSB are campaign-specific (e.g., for a hiring event) and typically hosted within CSB to leverage data capture forms and job links. External landing pages are less common for career info.

* Option D (Category page): Incorrect. Category pages (e.g., "Sales Jobs") display job listings and are core to CSB's purpose. Hosting them externally defeats CSB's job-centric design.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (External Links and Page Types).

NEW QUESTION # 82

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. Select fields from the job requisition template to display in individual drop-down menus on the search bar.
- E. Configure a color or image for the search bar for each of your customer's brands.

Answer: A,B,E

NEW QUESTION # 83

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