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SAP C-THR84-2505 Exam Syllabus Topics:

| Topic | Details |
|--------------|--|
| Topic 1 | <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 2 | <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 3 | <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 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. |
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| 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"> 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 7 | <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 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. |

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

NEW QUESTION # 78

Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

- A. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal
- B. Consultant submits a request through the SAP Support Portal
- C. Functional consultant or customer**
- D. Professional Services

Answer: C

NEW QUESTION # 79

For sites with multiple brands, what elements can you configure to differentiate them on a Career Site Builder site? Note: There are 2 correct answers to this question.

- A. Data capture forms and locales**
- B. Colors and images**
- C. Content and category pages
- D. Cookie Consent Manager and JavaScript

Answer: A,B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Multi-brand CSB sites allow differentiation to reflect distinct brand identities:

* Option A (Colors and images): Correct. CSB's Global Styles and Brand Configuration let you customize colors (e.g., palette) and images (e.g., logos, banners) per brand, ensuring visual distinction.

- * Option B (Data capture forms and locales): Correct. You can tailor data capture forms (e.g., fields, branding) and locales (e.g., language, region) per brand, enhancing candidate targeting and compliance.
- * Option C (Content and category pages): Incorrect as a primary differentiator. While configurable, these are more about site structure than brand distinction, applying across brands unless explicitly branded.
- : SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Multi-Brand Guide.

NEW QUESTION # 80

What are some SAP-recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Define roles and responsibilities as part of a process transformation office.
- B. Establish release management.
- C. Establish an organizational structure, technical foundation, and transformation methodology
- D. Integrate clean core practices in the end-to-end value process chain.
- E. Establish regular housekeeping tasks and procedures.

Answer: B,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

SAP's clean core strategy minimizes customizations to maintain system integrity and adaptability. Let's explore the guiding principles:

- * Option A (Establish release management): Correct. Structured release management ensures updates are applied systematically, preserving clean core standards.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Establishing release management is a guiding principle for clean core operations, ensuring that updates are applied systematically without disrupting standard functionality."

- * Reasoning: For CSB, scheduling quarterly updates (e.g., patching via Command Center) with testing in Stage prevents conflicts with custom code, aligning with SAP's quarterly release cycles (e.g., Q1 2025).

* Practical Example: "Best Run" plans releases, reviewing release notes on sap.com to apply CSB enhancements cleanly.

- * Option C (Establish regular housekeeping tasks and procedures): Correct. Routine maintenance prevents data or configuration clutter.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Regular housekeeping tasks, such as data cleanup and configuration reviews, are recommended to maintain a clean core and prevent technical debt."

- * Reasoning: Monthly tasks like archiving old jobs or reviewing field mappings in Admin Center keep careers.bestrunch.com efficient.

* Practical Example: "Best Run" runs a cleanup script to remove expired requisitions, verified in a test tenant.

- * Option D (Integrate clean core practices in the end-to-end value process chain): Correct.

Embedding clean core ensures process alignment with SAP standards.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Integrating clean core practices into the end-to-end value process chain aligns customizations with SAP standards, enhancing system longevity."

- * Reasoning: Using OData APIs for CSB integrations (e.g., job sync) instead of custom scripts maintains upgradability.

* Practical Example: "Best Run" adopts OData for Real Time Job Sync, avoiding legacy SOAP issues.

- * Option B: Incorrect. A process transformation office is an organizational choice, not a core principle.

- * Option E: Incorrect. This is an implementation approach, not a specific clean core guideline.

: SAP SuccessFactors - Integration Strategy Guide (Clean Core Principles).

NEW QUESTION # 81

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. Unified Data Model
- C. Mobile Apply
- D. Multi-Stage Applications

Answer: B,C

NEW QUESTION # 82

Which of the following candidate registration and authentication options are available with the SAP Customer Data Cloud configuration? Note: There are 3 correct answers to this question.

- A. Registration with SMS
- B. Multi-Factor Authentication
- C. Registration with SFTP
- D. SSL Authentication
- E. Password-less Authentication

Answer: A,B,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

SAP Customer Data Cloud (CDC), integrated with SuccessFactors Recruiting for candidate registration (e.g., via CSB's 'Create an Account'), offers advanced authentication options. Let's analyze:

* Option A (Registration with SMS): Correct. SMS sends a verification code to the candidate's phone for registration.

* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide:

"Registration with SMS is supported in SAP Customer Data Cloud, allowing candidates to verify their identity via a one-time code sent to their mobile device during account creation."

* Reasoning: On careers.bestrun.com/register, a candidate enters "+1-555-123-4567," receives

"Code: 123456," and verifies, enhancing security. Configured in CDC console > Authentication

> SMS Settings.

* Practical Example: For "Best Run," a candidate registers with SMS on March 5, 2025, tested in a CDC sandbox.

* Option B (Multi-Factor Authentication): Correct. MFA adds a second verification layer (e.g., email code + password).

* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide: "Multi-Factor Authentication (MFA) is available with SAP Customer Data Cloud, requiring candidates to provide multiple forms of verification, such as a password and an email or SMS code, for secure login."

* Reasoning: A candidate logs in with a password and a code to john.doe@bestrun.com, improving security post-registration.

* Practical Example: "Best Run" enables MFA, verified with a test login.

* Option D (Password-less Authentication): Correct. Candidates authenticate via a link or code, skipping passwords.

* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide:

"Password-less Authentication is an option in SAP Customer Data Cloud, enabling candidates to log in using a magic link or one-time code delivered via email or SMS, improving user experience."

* Reasoning: Clicking a link in "Log in to Best Run Careers" email bypasses password entry, configured in CDC > Authentication > Password-less.

* Practical Example: "Best Run" tests this with a candidate on March 6, 2025.

* Option C (SSL Authentication): Incorrect. SSL secures connections, not a candidate authentication method.

* Option E (Registration with SFTP): Incorrect. SFTP is a file transfer protocol, unrelated to registration.

: SAP SuccessFactors Recruiting: Candidate Experience - SAP Customer Data Cloud Integration Guide (Authentication Options).

NEW QUESTION # 83

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