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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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 4	• 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 5	• 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	• 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	• 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 8	• 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 9	• 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 10	• 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 (Q77-Q82):

NEW QUESTION # 77
Sometimes there are more qualified candidates for a position than the company needs to hire. Your customer would like recruiters to consolidate these candidates for their critical positions in a central location. What do you recommend? Note: There are 2 correct answers to this question.

- A. Create a Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified.
- B. Create a specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there.
- C. Create a field on the application view of the Applicant Workbench and select it for qualified candidates who were NOT hired.
- D. Create talent pools and add qualified candidates who were NOT hired to the appropriate talent pools.

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:
Managing excess qualified candidates efficiently is a key feature of SAP SuccessFactors Recruiting:
* Option C (Create a specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there): Correct. The "Silver Medalist" status is a common practice to tag high-quality candidates not selected for a role. This status, configured in the applicant status set, allows recruiters to track them in the Recruiting Management system for future opportunities.
* SAP Documentation Excerpt: From the Recruiting Management Configuration Guide:
"Applicant statuses can be customized to include categories such as 'Silver Medalist' to identify candidates who were highly qualified but not selected. This status enables recruiters to maintain a pipeline of talent within the system for future consideration."
* Option D (Create talent pools and add qualified candidates who were NOT hired to the appropriate talent pools): Correct. Talent pools in SAP SuccessFactors allow recruiters to group candidates by criteria (e.g., skills, roles) for future recruitment. Adding "Silver Medalists" to talent pools centralizes them for critical positions.
* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Talent pools provide a centralized repository for storing candidate profiles. Recruiters can add candidates who were not hired but deemed qualified to specific pools, enabling proactive sourcing for critical or hard-to-fill roles."
* Option A (Create a Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified): Incorrect. A content page educates candidates but doesn't consolidate them in a central system location for recruiters' use.
: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Management Configuration Guide; Talent Pool Administration Guide.

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=sales2023&utm campaign=youtube
- B. https://jobs.company.com/go/Sales-Jobs/597140/?utm source=sales2023&utm campaign=youtube
- C. https://jobs.company.com/go/SaIes-Jobs/597140/Qutm source=youtube&utm campaign=sales2023
- D. https://jobs.company.com/go/Sales-Jobs/597140/?utm campaign=sales2023

Answer: B

NEW QUESTION # 79
What tasks related to job distribution are you responsible for? Note: There are 3 correct answers to this question.

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

Answer: A,D,E

NEW QUESTION # 80
A candidate who has already applied for a job completes a data capture form. They receive a message that their answers on the form were NOT saved. How can the candidate complete any fields on the form that they have NOT yet answered? Note: There are 2 correct answers to this question.

- A. To complete any missing fields, the recruiter generates a code for the candidate to use when attempting to update the data capture form.
- B. To complete candidate profile extension fields, the recruiter includes the candidate in an email campaign with a link to the data capture form.
- C. Existing candidates are NOT able to complete new fields on a data capture form.
- D. To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the remaining fields.

Answer: B,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Data capture forms in Career Site Builder (CSB) collect additional candidate information (e.g., skills, preferences) post-application. If a candidate's form submission fails (e.g., due to a network issue or validation error), they need a method to retry. Here's a detailed analysis:
* Option C (To complete candidate profile extension fields, the recruiter includes the candidate in an email campaign with a link to the data capture form): Correct. Recruiters can send a targeted email campaign with a unique link to the same data capture form, allowing the candidate to update extension fields (e.g., custom fields like "Certifications"). This approach leverages Recruiting Marketing tools to re-engage the candidate securely.
* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "For existing candidates whose data capture form submission fails, recruiters can include them in an email campaign with a link to resubmit the form, enabling completion of profile extension fields such as custom attributes."
* Reasoning: The email, sent via Recruiting Email Triggers, might include a personalized link (e.
g., careers.bestrun.com/update-form?token=XYZ), pre-populating known data and prompting for missing fields. This ensures compliance with data privacy by requiring candidate action.
* Practical Example: For "Best Run Corp," a recruiter sends "Please update your skills" to john.
doe@email.com, linking to a form where John adds "Project Management" to his profile.
* Option D (To complete standard fields on the candidate profile, the candidate logs into their candidate profile and completes the remaining fields): Correct. Candidates can log into their existing profile to update standard fields (e.g., phone number, address) directly, bypassing the need for a new form submission.
* SAP Documentation Excerpt: From the Candidate Experience Guide: "Candidates with existing profiles can log into their account via the CSB site and update standard fields in their profile at any time, ensuring all required information is provided after a failed form submission."
* Reasoning: After logging in at careers.bestrun.com/login, the candidate navigates to "My Profile," where fields marked incomplete (e.g., "Phone") are editable. This method is self-service and aligns with CSB's user empowerment design.
* Practical Example: John logs in, sees a "Complete Your Profile" alert, and adds his phone number, saving the changes instantly.
* Option A (To complete any missing fields, the recruiter generates a code for the candidate to use):
Incorrect. CSB doesn't use a recruiter-generated code mechanism for form updates; access is managed via links or login credentials.
: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide; Candidate Experience Guide.

NEW QUESTION # 81
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. Configure the standard Marketing Brand Generic Object.
- B. Create the brands from Manage Data.
- C. Map the brand field from Setup Recruiting Marketing Job Field Mapping.
- D. Create a microsite for each brand.
- E. Configure a custom Marketing Brand Generic Object.

Answer: A,D,E

NEW QUESTION # 82
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Now we can say that SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C_THR84_2505) exam questions are real and top-notch SAP C_THR84_2505 exam questions that you can expect in the upcoming SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C_THR84_2505) exam. In this way, you can easily pass the C_THR84_2505 exam with good scores. The countless C_THR84_2505 Exam candidates have passed their dream C_THR84_2505 certification exam and they all got help from real, valid, and updated C_THR84_2505 practice questions, You can also trust on TestkingPass and start preparation with confidence.

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