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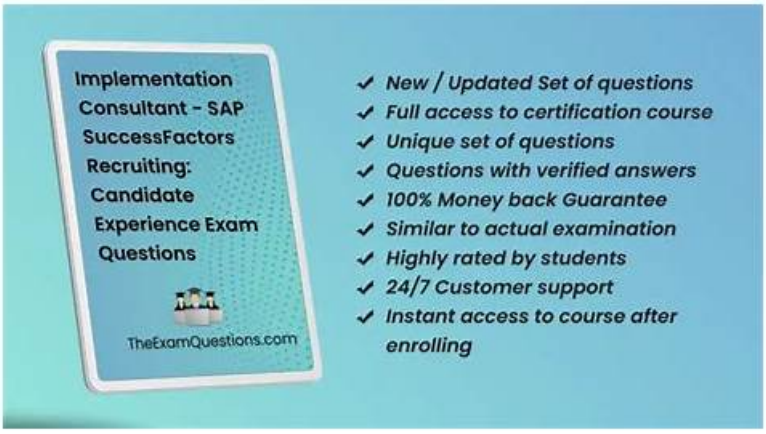

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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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	• 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 5	• 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 6	• 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 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	• 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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q57-Q62):

NEW QUESTION # 57
You have created a data capture form for your customer and now are configuring the Recruiting Email Notification template and Recruiting email trigger for candidates who complete the form. Which trigger will you enable for this purpose?

- A. Recruiting Manual Candidate Creation Notification
- B. Data Capture Form Submitted - Welcome and Set Password Email
- C. Welcome/Thanks for Creating Account
- D. Career Site E-Mail Notification

Answer: B

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Data capture forms in CSB collect candidate information (e.g., name, email) without requiring a full job application. After submission, an email trigger notifies the candidate. Here's why D is correct:
* Option D (Data Capture Form Submitted - Welcome and Set Password Email): This trigger is specifically designed for data capture form submissions. It sends a welcome email with a link to set a password, enabling candidates to create an account and access the career site. It aligns with the scenario of capturing initial candidate interest and encouraging further engagement.
* Option A (Career Site E-Mail Notification): Too generic; it doesn't specify the data capture context and isn't a defined trigger for this purpose.
* Option B (Recruiting Manual Candidate Creation Notification): This applies to recruiters manually adding candidates in the system, not form submissions by candidates.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Email Configuration Guide.

NEW QUESTION # 58
For customers who enable the Unified Data Model, how can you define the scope of jobs that appear on category pages? Note: There are 3 correct answers to this question.

- A. Categories can be defined using Keyword or Location.
- B. Categories can be defined using objects or picklists from the job requisition template.
- C. Categories can be defined by selecting multiple values for the fields.
- D. Categories can be defined after mapping fields from Setup Recruiting Marketing Job Field Mapping.
- E. Categories can be defined using a maximum of one filter field.

Answer: A,B,C

NEW QUESTION # 59
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 job layouts.
- B. Internals and externals may be able to apply to different jobs.
- C. Internals and externals may see different headers and footers.
- D. Internals and externals may see different page components.

Answer: A,D

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 # 60
Where can you create links to hard-to-fill jobs on the Home page? Note: There are 2 correct answers to this question.

- A. Within the Top Job Searches link in the footer
- B. Within the content dropdown menu in the header
- C. Within the Featured Jobs component
- D. Within the category dropdown menu in the header

Answer: C,D

NEW QUESTION # 61
Which of the following apply regarding the Al Assisted Skills Matching feature enhancement?Note: There are 2 correct answers to this question.

- A. Candidates can upload their resume and Al will analyze and identify skills in their resume and match them to jobs which list the same skills.
- B. The candidate's resume and identified skills will be stored temporarily in the system for one hour.
- C. The candidate will see the top 15 jobs that they have been matched to after their skills have been identified.
- D. This feature allows customers to include a Data Privacy statement for candidates to accept before uploading their resume.

Answer: A,D

NEW QUESTION # 62
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