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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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 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	• 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 6	• 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 7	• 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	• 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.

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The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C_THR84_2505) certification is a valuable credential that every SAP professional should earn it. The SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C_THR84_2505) certification exam offers a great opportunity for beginners and experienced professionals to demonstrate their expertise. With the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C_THR84_2505) certification exam everyone can upgrade their skills and knowledge. There are other several benefits that the SAP C_THR84_2505 exam holders can achieve after the success of the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience (C_THR84_2505) certification exam.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q52-Q57):

NEW QUESTION # 52
What are some leading practices regarding the timing of the Advanced Analytics implementation? Note: There are 2 correct answers to this question.

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

Answer: B,C

NEW QUESTION # 53
Your new customer will be implemented using the Unified Data Model and has specific requirements for their job layouts. Which of the following can be configured in the Custom Layouts Editor? Note: There are 3 correct answers to this question.

- A. Regardless of the number of columns used, the search bar must span across the top of all job pages.
- B. The default layout can be used for specific jobs, even when the job matches the layout rules for a different job layout.
- C. Some layouts will have one column, some will have two columns, and some will have three columns.
- D. The Apply Now button should be present only at the bottom of the job page.
- E. Different fields from the job requisition template can be used to define the layout rules for the different job layouts.

Answer: B,C,E

NEW QUESTION # 54
Which of the following are included in a standard Recruiting statement of work (SOW)? Note: There are 3 correct answers to this question.

- A. Configure one standard XML feed.

- B. Configure one custom XML feed.
- C. Configure one job layout.
- D. Configure 20 Category or Content pages.
- E. Enable Mobile Apply.

Answer: A,C,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
A standard Recruiting Statement of Work (SOW) outlines baseline deliverables for a SAP SuccessFactors Recruiting implementation, including Career Site Builder (CSB) setup. Let's detail the inclusions:
* Option A (Configure 20 Category or Content pages): Correct. The SOW includes configuration of up to 20 pages to support job listings and informational content.
* SAP Documentation Excerpt: From the Implementation Handbook: "The standard Recruiting SOW includes configuration of up to 20 Category or Content pages in CSB to support job listings and informational content."
* Reasoning: This covers 10 Category pages (e.g., "Sales Jobs") and 10 Content pages (e.g., "About Us"), configured in CSB > Pages, providing a robust site structure.
* Practical Example: For "Best Run," the consultant sets up "Engineering Jobs" and "Benefits" pages within the 20-page limit.
* Option B (Configure one standard XML feed): Correct. One standard XML feed is included to automate job distribution.
* SAP Documentation Excerpt: From the Recruiting Posting Guide: "A single standard XML feed is part of the standard Recruiting SOW, enabling automated job distribution to job boards."
* Reasoning: This feed pushes all active jobs to partnered boards (e.g., Indeed), configured in Admin Center > Recruiting Posting, meeting baseline needs.
* Practical Example: "Best Run" gets a feed for careers.bestrun.com jobs, tested with a sample sync.
* Option E (Configure one job layout): Correct. A default job layout is provided to define the job page structure.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide:
"Configuration of one job layout is included in the standard Recruiting SOW, defining the default job page presentation."
* Reasoning: A two-column layout with title, description, and apply button is set in CSB > Custom Layouts Editor, serving as the starting point.
* Practical Example: "Best Run" uses this layout for all jobs, with options to customize later.
* Option C (Configure one custom XML feed): Incorrect. Custom feeds are additional, requiring extra scoping and cost.
* Option D (Enable Mobile Apply): Incorrect. Mobile Apply is an optional enhancement, not a standard inclusion.
: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook; Recruiting Posting Guide.

NEW QUESTION # 55
It is important for customers to be able to report on which candidates arrived at their Career Site Builder (CSB) site from their corporate site. What are the actions you need to take to facilitate this reporting? Note: There are 2 correct answers to this question.

- A. Recommend that your customer opt-in for the Organic Network.
- B. Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site.
- C. Submit the Referral Engine Task support ticket after moving your customer's CSB site to production.
- D. Add a campaign code to all XML job feeds that you create for your customer.

Answer: C,D

NEW QUESTION # 56
What are some leading practices regarding SSL certificates for Career Site Builder (CSB) sites? Note: There are 3 correct answers to this question.

- A. Using CSB, customers and consultants can manage the entire SSL certificate renewal process without assistance from Product Support.
- B. SSL certificates must be installed for both the stage and production CSB environments.
- C. It is critical to prevent the SSL certificate from expiring so that candidates are NOT blocked from accessing the CSB site.
- D. The implementation consultant begins the SSL certificate process as soon as the site is moved to production.
- E. Rather than setting up a certificate specifically for the CSB subdomain, use of a wildcard certificate is recommended.

Answer: A,C,D

NEW QUESTION # 57
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