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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 4	<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 5	<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 6	<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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q26-Q31):

NEW QUESTION # 26

or 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. Cookie Consent Manager and JavaScript
- C. Colors and images
- D. Content and category pages

Answer: A,C

NEW QUESTION # 27

Which of the following are leading practices regarding the Source Tracker functionality? Note: There are 3 correct answers to this question.

- A. Enable your customer's Source Tracker options from Command Center.
- B. Adding a tracking link enables reporting in Advanced Analytics for manually posted jobs.
- C. If a source that the customer requests is NOT available to enable in the Site Source Editor, submit a support ticket to request that the source be created.
- D. When setting up the Source Tracker for your customer, enable all possible sources.
- E. Before a recruiter manually posts a job online, they should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder.

Answer: A,B,E

NEW QUESTION # 28

You have enabled and created a branded email layout for your customer. When can this custom email layout be used? Note: There are 2 correct answers to this question.

- A. When sending an email associated with a Recruiting email trigger
- B. When sending an email from the Applicant Workbench
- C. When sending an email from the Candidate Search page
- D. When sending an email associated with an applicant status

Answer: A,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In SAP SuccessFactors Recruiting: Candidate Experience, a branded email layout enhances candidate communication with consistent company branding. The custom layout applies to specific email scenarios:

- * Option B (When sending an email associated with an applicant status): Correct. Emails tied to applicant status changes (e.g., "Application Received," "Interview Scheduled") can use the branded layout when configured in E-Mail Notification Templates Settings. This is a common use case for candidate-facing communications in Recruiting Management.
- * Option D (When sending an email associated with a Recruiting email trigger): Correct. Recruiting email triggers (e.g., "Data Capture Form Submitted - Welcome and Set Password Email") are configured to notify candidates based on specific actions. These emails, set up in Recruiting Email Triggers, can leverage the branded layout for consistency.
- * Option A (When sending an email from the Applicant Workbench): Incorrect. The Applicant Workbench is an internal tool for recruiters to manage candidates, and emails sent from here typically use ad-hoc or manual templates, not the branded layout designed for automated candidate communication.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Email Configuration Guide; Career Site Builder Administration Guide.

NEW QUESTION # 29

What must you consider when configuring custom headers in Career Site Builder?

- **A. The Sign-In and Language component is required.**
- B. If a custom header is configured, then all of the headers on the career site must be custom.
- C. The Logo component is required.
- D. Each component in a custom header must be configured on a separate row.

Answer: A

NEW QUESTION # 30

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

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

Answer: A,B,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.bestrun.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.

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

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