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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• 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 2	<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.
Topic 3	<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 4	<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 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q24-Q29):

NEW QUESTION # 24

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

Answer: A,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

For a multi-brand CSB site with UDM:

* Option A (Map the brand field from Setup Recruiting Marketing Job Field Mapping): Correct.

The brand field must be mapped to ensure job requisitions reflect the correct brand on the CSB site, a critical UDM step.

* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "To enable brand-specific job postings, the brand field must be mapped in Setup Recruiting Marketing Job Field Mapping to associate job requisitions with the appropriate brand displayed on the Career Site Builder site."

* Option B (Configure the standard Marketing Brand Generic Object): Correct. The standard Marketing Brand Generic Object defines brand attributes (e.g., name, logo) and is required for UDM multi-brand functionality.

* SAP Documentation Excerpt: From the Career Site Builder Multi-Brand Guide: "The standard Marketing Brand Generic Object is configured to store brand-specific data, such as logos and descriptions, which are utilized by the Unified Data Model for multi-brand career sites."

* Option D (Create a microsite for each brand): Correct. In CSB, each brand typically gets a microsite (e.g., careers.brand1.com) to differentiate candidate experiences, configured with UDM.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "For customers with multiple brands, configure microsites within Career Site Builder for each brand to provide a tailored candidate experience, leveraging the Unified Data Model for data consistency."

* Option C (Configure a custom Marketing Brand Generic Object): Incorrect. The standard object suffices; a custom object isn't typically required unless unique fields are needed beyond SAP's defaults.

: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Career Site Builder Multi-Brand Guide.

NEW QUESTION # 25

What are some leading practices to ensure that a website is accessible? Note: There are 3 correct answers to this question.

- A. Ask people in your IT department to test the site.
- B. Review the site using assistive technology such as a screen reader like JAWS or NVDA.
- C. Ask people with disabilities to test the site.
- D. Carefully review the site's code to look for issues with tagging and other elements.
- E. Use an online accessibility checker, such as WAVE, to test the site.

Answer: B,C,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Accessibility ensures that the Career Site Builder (CSB) site complies with standards like WCAG 2.1, benefiting all users, including those with disabilities:

* Option A (Ask people with disabilities to test the site): Correct. User testing by individuals with disabilities provides real-world feedback on accessibility, aligning with SAP's emphasis on inclusive design in CSB implementations.

* Option D (Use an online accessibility checker, such as WAVE, to test the site): Correct. Tools like WAVE identify issues (e.g.,

missing alt text, contrast errors) efficiently, a recommended practice in SAP's accessibility guidelines.

* Option E (Review the site using assistive technology such as a screen reader like JAWS or NVDA)

: Correct. Testing with screen readers ensures compatibility with assistive technologies, a critical step per WCAG and SAP best practices.

* Option B (Ask people in your IT department to test the site): Incorrect. While IT testing is valuable, it doesn't specifically address accessibility unless the testers have expertise or disabilities, making it less targeted than A, D, or E.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Accessibility Guide; WCAG 2.1 Guidelines.

NEW QUESTION # 26

What are some key features of a fully hosted Career Site Builder (CSB) site? Note: There are 2 correct answers to this question.

- A. The customer maintains their own career site in addition to the CSB career site.
- B. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to an applicant tracking system.
- C. When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site.
- D. All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site.

Answer: C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

A fully hosted CSB site is managed by SAP, serving as the primary career platform. Let's detail its key features:

* Option B (All information regarding available jobs and additional information pertaining to employment are displayed in the CSB site): Correct. CSB consolidates job listings, benefits, and culture details in one hosted platform.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "A fully hosted CSB site displays all available job listings and supplementary employment information, such as benefits and culture, serving as the central hub for candidate career exploration."

* Reasoning: On careers.bestrun.com, candidates find "Software Engineer" jobs, "Health Benefits" info, and "Our Culture" content, all managed by SAP, reducing customer hosting needs.

* Practical Example: For "Best Run," the site includes a "Why Join Us" section alongside job listings, verified in production.

* Option D (When a candidate visits a company's corporate site and clicks a link to view careers, they are directed to the CSB site): Correct. CSB is the designated career destination.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "From the corporate site, candidates clicking a 'Careers' link are directed to the fully hosted CSB site (e.g., careers.company.com), which handles all job-related interactions."

* Reasoning: A link from www.bestrun.com/careers to careers.bestrun.com leverages SAP's hosting, ensuring a seamless transition.

* Practical Example: "Best Run" updates www.bestrun.com to redirect to careers.bestrun.com, tested post-launch.

* Option A: Incorrect. Links go to CSB, not an ATS directly, which is backend.

* Option C: Incorrect. "Fully hosted" implies CSB replaces separate career sites.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Hosted Features).

NEW QUESTION # 27

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

Answer: A,C

NEW QUESTION # 28

What results can you expect if the sitewide metadata is set up as shown below in Career Site Builder (CSB)?

Page Title: Jobs at Best Run
Meta Keywords: Sales, Engineering, Human Resources, Management Jobs
Meta Description: Apply online for jobs at Best Run: Engineering Jobs, Sales Jobs, Human Resources Jobs, and more

Note: There are 2 correct answers to this question.

- A. Assuming that metadata leading practices have been followed, when a user opens a Category page on the site, Jobs at

Best Run will display on the browser tab.

- B. When a user opens the home page for the site, Jobs at Best Run will display on the browser tab.
- C. Populating the Meta Keywords field is much more important than using keywords in the page content.
- D. When Jobs at Best Run is returned in search engine results, it will display as a link to the CSB site.

Answer: A,C

NEW QUESTION # 29

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