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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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.

Topic 5	• 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	• 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 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	• 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 9	• 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 10	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q19-Q24):

NEW QUESTION # 19
Manage Languages in Admin Center must be used to change translated labels for which of the following that are accessed from Career Site Builder sites?

- A. Job alerts email template
- B. Search bar
- C. Data capture form
- D. Create an Account page

Answer: D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
The Manage Languages feature in Admin Center allows administrators to translate system-generated text labels used across SAP SuccessFactors, including CSB sites. This is distinct from customer-specific content, which is handled differently. Let's analyze the options:
* Option A (Create an Account page): Correct. The "Create an Account" page includes system labels (e.
g., "Username," "Password," "Create Account" button), which are part of the default CSB interface and must be translated using Manage Languages for multi-lingual support.
* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "Labels on the Create an Account page, such as

field names and buttons, are system text translated via Manage Languages in Admin Center for CSB sites."
* Reasoning: These labels are hardcoded by SAP and appear on careers.bestrun.com/register. For a French locale (fr_FR), "Username" becomes "Nom d'utilisateur" via Admin Center > Manage Languages > Translate, ensuring consistency across all CSB instances.
* Practical Example: For "Best Run," a consultant navigates to Admin Center, selects fr_FR, and updates "Create Account" to "Creer un compte," which then reflects on the live site.
* Option B (Data capture form): Incorrect. Data capture forms contain custom fields (e.g., "Skills," "Interests") defined by the customer in CSB, not system labels. Translations for these are managed within CSB's Translations tool or configuration workbook, not Manage Languages.
* Option C (Search bar): Incorrect. The search bar's text (e.g., "Search Jobs") is system text, but its translation is handled in CSB > Tools > Translations, not Manage Languages, which focuses on broader system labels.
* Option D (Job alerts email template): Incorrect. Job alerts templates are customized in Admin Center > E-Mail Notification Templates Settings, where translations are applied directly within the template editor, not via Manage Languages.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Localization Guide.

NEW QUESTION # 20

Which of the following candidate registration and authentication options are available with the SAP Customer Data Cloud configuration? Note: There are 3 correct answers to this question.

- A. Registration with SFTP
- B. Password-less Authentication
- C. Multi-Factor Authentication
- D. Registration with SMS
- E. SSL Authentication

Answer: B,C,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
SAP Customer Data Cloud (CDC), integrated with SuccessFactors Recruiting for candidate registration (e.g., via CSB's "Create an Account"), offers advanced authentication options. Let's analyze:
* Option A (Registration with SMS): Correct. SMS sends a verification code to the candidate's phone for registration.
* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide:
"Registration with SMS is supported in SAP Customer Data Cloud, allowing candidates to verify their identity via a one-time code sent to their mobile device during account creation."
* Reasoning: On careers.bestrun.com/register, a candidate enters "+1-555-123-4567," receives "Code: 123456," and verifies, enhancing security. Configured in CDC console > Authentication > SMS Settings.
* Practical Example: For "Best Run," a candidate registers with SMS on March 5, 2025, tested in a CDC sandbox.
* Option B (Multi-Factor Authentication): Correct. MFA adds a second verification layer (e.g., email code + password).
* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide: "Multi- Factor Authentication (MFA) is available with SAP Customer Data Cloud, requiring candidates to provide multiple forms of verification, such as a password and an email or SMS code, for secure login."
* Reasoning: A candidate logs in with a password and a code to john.doe@bestrun.com, improving security post-registration.
* Practical Example: "Best Run" enables MFA, verified with a test login.
* Option D (Password-less Authentication): Correct. Candidates authenticate via a link or code, skipping passwords.
* SAP Documentation Excerpt: From the SAP Customer Data Cloud Integration Guide:
"Password-less Authentication is an option in SAP Customer Data Cloud, enabling candidates to log in using a magic link or one-time code delivered via email or SMS, improving user experience."
* Reasoning: Clicking a link in "Log in to Best Run Careers" email bypasses password entry, configured in CDC > Authentication > Password-less.
* Practical Example: "Best Run" tests this with a candidate on March 6, 2025.
* Option C (SSL Authentication): Incorrect. SSL secures connections, not a candidate authentication method.
* Option E (Registration with SFTP): Incorrect. SFTP is a file transfer protocol, unrelated to registration.
: SAP SuccessFactors Recruiting: Candidate Experience - SAP Customer Data Cloud Integration Guide (Authentication Options).

NEW QUESTION # 21

Which of the following options from SAP SuccessFactors Recruiting can customers use to automate job delivery? Note: There are 2 correct answers to this question.

- A. Automated standard XML feeds and custom XML feeds
- B. Automated Recruiting Posting and scheduled job scraping
- C. Automated standard XML feeds and Recruiting Posting
- D. Automated standard XML feeds and scheduled job scraping

Answer: A,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:
SAP SuccessFactors Recruiting automates job delivery to external boards:
* Option A (Automated standard XML feeds and Recruiting Posting): Correct. Standard XML feeds push job data to job boards, and Recruiting Posting automates distribution to partnered boards (e.g., Indeed), a core feature of RMK.
* Option B (Automated standard XML feeds and custom XML feeds): Correct. Standard XML feeds cover common boards, while custom XML feeds (configured for specific boards) also automate delivery, offering flexibility.
* Option C (Automated Recruiting Posting and scheduled job scraping): Incorrect. Job scraping isn't an automated delivery method; it's a manual or third-party process to pull jobs, not push them.
: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Posting Guide.

NEW QUESTION # 22
In order to add the Cloud Skills component to the Career Site, which of the following must be enabled?Note: There are 2 correct answers to this question.

- A. Mobile Apply
- B. Unified Data Model
- C. Multi-Stage Applications
- D. Legacy Candidate Workbench

Answer: A,B

NEW QUESTION # 23
Your customer is considering implementing Advanced Analytics. What are some advantages of generating reports in Advanced Analytics? Note: There are 3 correct answers to this question.

- A. Provides a variety of options for generating graphics to display report results
- B. Allows customers to track direct and indirect recruiting costs for job postings
- C. Allows customers to drill into recruiting data such as dates, brands, and job categories
- D. Allows customers to evaluate trends in source performance over time
- E. Provides insight into which sources are delivering high-quality candidates

Answer: C,D,E

NEW QUESTION # 24
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