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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 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	• 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 5	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Exam Practice Dump Provide Best C_THR84_2505 Study Questions

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

NEW QUESTION # 26
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 SMS
- B. Registration with SFTP
- C. Password-less Authentication
- D. SSL Authentication
- E. Multi-Factor Authentication

Answer: A,C,E

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 # 27
You would like to add a Skills Cloud component in Career Site Builder, so that job skills are displayed in the form of a word cloud.
In which of the following pages can you configure the skills cloud component?

- A. Home Page
- B. Job Page
- C. Landing Page
- D. Category Page

Answer: B

Explanation:
Comprehensive and Detailed In-Depth Explanation:
The Skills Cloud component visually displays job skills as a word cloud, enhancing candidate understanding of role requirements.
Let's determine the appropriate page:
* Option D (Job Page): Correct. The Skills Cloud is configured on the Job Page, where individual job details are presented.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Skills Cloud component can be added to the Job Page in Career Site Builder, displaying a word cloud of skills pulled from the job requisition to highlight key competencies for that role."
* Reasoning: On careers.bestrun.com/job/123 (a Job Page), the Skills Cloud might show "Java, SQL, Teamwork" sized by relevance, derived from the requisition's skills field via the Unified Data Model (UDM). This placement provides context for a specific job.
* Practical Example: For a "Software Engineer" job at "Best Run," the cloud emphasizes
"Python" (large) and "Agile" (smaller), configured in CSB > Job Layouts > Add Component, tested in a sandbox.
* Option A (Landing Page): Incorrect. Landing Pages focus on campaigns or forms (e.g., a hiring event page), not individual job skill displays.
* Option B (Category Page): Incorrect. Category Pages list multiple jobs (e.g., "Sales Jobs"), not detailed skill clouds for a single role.
* Option C (Home Page): Incorrect. The Home Page highlights featured jobs or branding, not specific skill visualizations.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Skills Cloud).

NEW QUESTION # 28
Assume that your customer owns a chain of retail stores. They require talent pools based on attributes of the stores, such as Goods Sold and Store Size. What are the steps to achieve this use case? Note: There are 2 correct answers to this question.

- A. Use the standard filter fields in SAP SuccessFactors HXM Suite to represent the attributes.
- B. When naming the talent pool, list all of the attributes and their values.
- C. Edit the talent pool and select values for the additional attributes.
- D. Create custom generic objects for Goods Sold and Store Size.

Answer: C,D

NEW QUESTION # 29
Which of the following are prerequisites for enabling [feature]?
(Note: The original question was incomplete. I assume it refers to enabling Career Site Builder or a related feature like Unified Data Model based on context.)

- A. SAP SuccessFactors Recruiting Posting
- B. Advanced Analytics in SAP SuccessFactors Recruiting
- C. SAP SuccessFactors Onboarding
- D. A career site built with Career Site Builder

Answer: D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Since the question is incomplete, I'll assume it asks about prerequisites for enabling Career Site Builder (CSB), a core component of SAP SuccessFactors Recruiting: Candidate Experience. Here's the analysis:
* Option B (A career site built with Career Site Builder): This is a foundational prerequisite. CSB is the tool used to design and manage the career site within SAP SuccessFactors Recruiting. Without activating and configuring CSB, no career site functionality is possible. It's activated via provisioning and requires initial setup (e.g., site configuration, branding).
* Option A (Advanced Analytics in SAP SuccessFactors Recruiting): This is an optional enhancement, not a prerequisite. Advanced Analytics provides reporting capabilities (e.g., source tracking), but it's not required to enable CSB itself.
* Option C (SAP SuccessFactors Recruiting Posting): While Recruiting Posting integrates with CSB to distribute jobs to external job boards, it's not mandatory to enable CSB. You can use CSB without external posting.
: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Guide (prerequisites section).

NEW QUESTION # 30
What are the key elements configured on the Global Styles pages? Note: There are 3 correct answers to this question.

* A. Footers
* B. Social share
* C. Colors
* D. Headers
* E. Site banner

Answer: A,C,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
The Global Styles section in Career Site Builder (CSB) centralizes sitewide design configurations, ensuring a consistent look and feel across all pages. This area is critical for branding and usability, so let's explore the options in depth:
* Option A (Footers): Correct. Footer settings, including layout, links, and styling (e.g., background color, font), are configured globally to maintain uniformity across the site.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Global Styles include configuration options for footers, allowing administrators to define consistent styling and content, such as navigation links and legal text, across all pages of the CSB site."
* Reasoning: A footer with "View All Jobs" and "Privacy Policy" links, styled with a dark background, applies sitewide unless overridden by page-specific settings. This is managed in CSB > Global Styles > Footer.
* Practical Example: For "Best Run Corp," configuring a footer with a blue background and white text in Global Styles ensures it appears on careers.bestrun.com and all subpages.
* Option B (Headers): Correct. Header configurations, such as navigation menus, logos, and the Sign-In
/Language component, are set globally to provide a cohesive navigation experience.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Headers are a key element configured in Global Styles, enabling customization of navigation menus, logos, and the required Sign-In and Language component across the entire CSB site."
* Reasoning: A header with a company logo and dropdowns for "Jobs" and "About Us" is defined once, ensuring consistency across careers.bestrun.com/job/123 and careers.bestrun.com/about.
* Practical Example: Setting a red header with a centered logo in Global Styles applies to all pages, tested in a CSB staging environment.
* Option D (Colors): Correct. The color palette, including primary, secondary, and accent colors (e.g., via RGB or hex codes), is configured globally to enforce brand consistency.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Colors are managed in Global Styles, where administrators can define a palette using RGB or hex codes (e.
g., #FF0000 for red) to ensure brand consistency across all CSB pages."
* Reasoning: Defining "#007BFF" as the primary color for buttons and links ensures a uniform look, adjustable via the color picker in CSB > Global Styles.
* Practical Example: For "Best Run," setting a blue palette (#0056b3) applies to all buttons, verified across multiple pages.
* Option C (Site banner): Incorrect. Site banners are page-specific components (e.g., a welcome banner on the Home page), not configured globally in Global Styles.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Global Styles).

NEW QUESTION # 31

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