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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	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 3	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	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 5	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q37-Q42):

NEW QUESTION # 37

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

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

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Advanced Analytics (AA) in Recruiting provides insights into candidate sourcing and pipeline:

* Option C (Implement Advanced Analytics immediately following the Career Site Builder site go- live): Correct. Implementing AA post-CSB go-live ensures data collection starts early, maximizing historical insights, a best practice in SAP guides.

* Option D (Advanced Analytics can be implemented when the applicant status set is created):

Correct. AA relies on applicant statuses (e.g., "Applied," "Hired"); implementing it when statuses are defined ensures data mapping readiness.

* Option A (The steps to implement Advanced Analytics must be completed over two or more days)

: Incorrect. Timing isn't mandated; it depends on complexity, not a fixed multi-day rule.

: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Implementation Guide.

NEW QUESTION # 38

What are some leading practices to create locales in Career Site Builder? Note: There are 2 correct answers to this question.

- **A. If the customer requires only one language and it is NOT en_US, you can change the default locale.**
- **B. Follow the same layout for the localized pages as the default locale.**
- C. Use Google Translate to translate text for locales.
- D. Create the Home page for the locale instead of duplicating it from the default locale.

Answer: A,B

NEW QUESTION # 39

For customers who enable the Unified Data Model, how can you define the scope of jobs that appear on category pages? Note: There are 3 correct answers to this question.

- A. Categories can be defined using a maximum of one filter field.
- B. Categories can be defined after mapping fields from Setup Recruiting Marketing Job Field Mapping.
- C. Categories can be defined using objects or picklists from the job requisition template.
- D. Categories can be defined using Keyword or Location.
- E. Categories can be defined by selecting multiple values for the fields.

Answer: C,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Category pages in CSB with UDM filter jobs based on mapped data:

* Option B (Categories can be defined using objects or picklists from the job requisition template):

Correct. Fields like department or job type (picklists/objects) can define category scope.

* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "Category pages can leverage objects or picklists from the job requisition template, such as department or job category, to define the scope of displayed jobs."

* Option D (Categories can be defined by selecting multiple values for the fields): Correct. Multiple values (e.g., "Sales" and "Marketing" for department) can be selected to broaden category scope.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide:

"Administrators can select multiple values for mapped fields to define category pages, allowing flexible job groupings."

* Option E (Categories can be defined using Keyword or Location): Correct. Keywords (e.g., "engineer") or locations (e.g., "New York") can scope categories dynamically.

* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "Keyword and Location fields, when mapped, can be used to define category pages for targeted job displays."

* Option A (Categories can be defined using a maximum of one filter field): Incorrect. Multiple fields can be used, not limited to one.

NEW QUESTION # 40

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. Configure the standard Marketing Brand Generic Object.
- C. Create a microsite for each brand.
- D. Configure a custom Marketing Brand Generic Object.
- E. Create the brands from Manage Data.

Answer: A,B,C

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 # 41

If Advanced Analytics was NOT implemented immediately after your customer's Career Site Builder (CSB) site went live, what actions will you need to take? Note: There are 3 correct answers to this question.

- **A. Backload the previous data by running Get Data One Time.**
- **B. Determine when the CSB site went live by running the App Status Audit Trail Report.**
- C. Perform a Job Patch to correctly filter the data sent to Advanced Analytics.
- **D. Map to ATS Capture statuses that are no longer in use.**
- E. Determine when the CSB site went live by generating a date-based report.

Answer: A,B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Advanced Analytics (AA) provides recruitment insights, but if not implemented at CSB go-live, retroactive setup is required to capture historical data. Let's break it down:

* Option A (Determine when the CSB site went live by running the App Status Audit Trail Report):

Correct. This report establishes the go-live date, crucial for defining the data range to backload.

* SAP Documentation Excerpt: From the Advanced Analytics Guide: "To establish the starting point for data capture when Advanced Analytics is implemented post-CSB go-live, run the App Status Audit Trail Report to determine the exact date the site became active in production."

* Reasoning: Without knowing when careers.bestrun.com went live (e.g., January 15, 2025), you can't sync prior data. The report, accessed via Admin Center > Reporting, logs events like "CSB Production Activation."

* Practical Example: For "Best Run," running this on March 10, 2025, reveals "01/15/2025," setting the backload start.

* Option B (Map to ATS Capture statuses that are no longer in use): Correct. Legacy statuses ensure historical data integrity in AA reports.

* SAP Documentation Excerpt: From the Advanced Analytics Guide: "When implementing Advanced Analytics after CSB go-live, map to ATS Capture statuses, including those no longer in use, to accurately reflect historical candidate pipeline data in reports."

* Reasoning: If "Interviewed" was retired in 2024 but used then, mapping it to "Interview Scheduled" in Admin Center > Advanced Analytics Configuration captures past candidates.

* Practical Example: "Best Run" maps "Old Offer" to "Offer Extended" for January data.

* Option C (Backload the previous data by running Get Data One Time): Correct. This imports historical data post-go-live into AA.

* SAP Documentation Excerpt: From the Advanced Analytics Guide: "To include data from before Advanced Analytics was enabled, run the 'Get Data One Time' process in Command Center to backload historical recruiting data into the analytics platform."

* Reasoning: Without backloading, AA starts blank, missing metrics like hires from January to March 2025. This runs in Command Center > Data Management.

* Practical Example: "Best Run" runs this on March 10, syncing January 15-March 9 data.

* Option D: Incorrect. No "date-based report" exists for this; the Audit Trail (A) is the tool.

* Option E: Incorrect. Job Patch adjusts job data, not AA historical sync.

NEW QUESTION # 42

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