

Download SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience actual test dumps, and start your C-THR84-2505 exam preparation



SAP CERTIFICATION

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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 3	<ul style="list-style-type: none">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	<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 5	<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 6	<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 7	<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 8	<ul style="list-style-type: none"> 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 9	<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 10	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q79-Q84):

NEW QUESTION # 79

Which of the following are prerequisites for enabling?

Solution:

B. A career site built with Career Site Builder (CSB)

Advanced Analytics tracks pre-apply metrics from visits, applications started, etc., which requires a CSB-powered site.

Reference: <https://learning.sap.com/>

C. SAP SuccessFactors Recruiting system with Recruiting Posting (the ATS-based job distribution)

You need the Recruiting ATS environment (with Recruiting Posting enabled) so that analytics can integrate job data end-to-end.



Reference: <https://learning.sap.com/>

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

Answer: C

NEW QUESTION # 80

When configuring Advanced Analytics, which applicant statuses do NOT need to be mapped? Note: There are 2 correct answers to this question.

- A. Invited to Apply
- B. Withdrawn by Candidate
- C. Auto Disqualified
- D. Forwarded

Answer: A,D

NEW QUESTION # 81

What are some of the ways that candidates can be added to a talent pool? Note: There are 3 correct answers to this question.

- A. Add from the Applicant Workbench.
- B. Auto-populate from a saved search.
- C. Add from an email campaign.
- D. Candidates can add themselves.
- E. Add from a Candidate Search.

Answer: A,B,E

NEW QUESTION # 82

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

Answer: A,C,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.bestrn.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 # 83

What are some conditions that will prevent you from moving the Career Site Builder (CSB) site from stage to production? Note: There are 3 correct answers to this question.

- A. SAP SuccessFactors has released code to preview, but NOT yet to production.
- B. The SSL certificate has NOT yet been created.
- C. You exported Site Settings from stage but did NOT update values in the XML file
- D. The Job Alert Email Template has NOT been configured in the CSB stage environment.
- E. The site setup steps, such as configuring Real Time Job Sync, have NOT yet been done in production

Answer: A,D,E

NEW QUESTION # 84

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