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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 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	• 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 6	• 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q20-Q25):

NEW QUESTION # 20

Your new customer will be implemented using the Unified Data Model and has specific requirements for their job layouts. Which of the following can be configured in the Custom Layouts Editor? Note: There are 3 correct answers to this question.

- A. Regardless of the number of columns used, the search bar must span across the top of all job pages.
- B. Some layouts will have one column, some will have two columns, and some will have three columns.
- C. The Apply Now button should be present only at the bottom of the job page.
- D. The default layout can be used for specific jobs, even when the job matches the layout rules for a different job layout.
- E. Different fields from the job requisition template can be used to define the layout rules for the different job layouts.

Answer: B,D,E

NEW QUESTION # 21

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

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

Answer: A,B,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 # 22

When setting up Real Time Job Sync, where will you find the values to populate the Service Provider Settings in Provisioning? Note: There are 2 correct answers to this question.

- A. API Key is from CSB > Settings > Site Configuration > Site Integrations.
- B. The URLs, Username, and Password are from CSB > Tools > Manage API Credentials.
- C. The API Key, Username, and Password are from CSB > Tools > Manage API Credentials.
- D. The Security Key is from CSB > Settings > Site Configuration > Site Integrations.

Answer: C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Real Time Job Sync connects Career Site Builder (CSB) to Recruiting Management, requiring specific credentials and keys in Provisioning's Service Provider Settings. Let's explore the sources:

* Option B (The API Key, Username, and Password are from CSB > Tools > Manage API Credentials): Correct. These credentials authenticate the sync between CSB and the SAP system.

* SAP Documentation Excerpt: From the Implementation Handbook: "In CSB > Tools > Manage API Credentials, obtain the API Key, Username, and Password required to populate the Service Provider Settings in Provisioning for Real Time Job Sync."

* Reasoning: In CSB, navigate to Tools > Manage API Credentials, generate or retrieve these values (e.g., API Key: "abc123", Username: "admin"), and input them into Provisioning > Company Settings > Service Provider Settings. This ensures secure data flow from job requisitions to the CSB site.

* Practical Example: For "Best Run," a consultant copies "API Key: xyz789" from CSB and pastes it into Provisioning, tested successfully in a sandbox.

* Option C (The Security Key is from CSB > Settings > Site Configuration > Site Integrations):

Correct. The Security Key secures the integration endpoint, a critical component for sync activation.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The Security Key, found in CSB > Settings > Site Configuration > Site Integrations, is used in the Service Provider Settings to enable secure Real Time Job Sync between CSB and Recruiting Management."

* Reasoning: In CSB > Settings > Site Configuration > Site Integrations, locate the Real Time Job Sync section, copy the Security Key (e.g., "sec456"), and add it to Provisioning. This key validates the connection, preventing unauthorized access.

* Practical Example: For "Best Run," entering "sec456" in Provisioning enables sync, verified by job data appearing on careers.bestrun.com.

* Option A (The URLs, Username, and Password are from CSB > Tools > Manage API Credentials)

: Incorrect. URLs are system-generated in Provisioning or CSB documentation, not retrieved from Manage API Credentials, which focuses on authentication tokens.

* Option D (API Key is from CSB > Settings > Site Configuration > Site Integrations): Incorrect.

The API Key is sourced from Manage API Credentials, not Site Integrations, which provides the Security Key.

: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook; Career Site Builder Administration Guide.

NEW QUESTION # 23

Which are some leading practices when using a link on a career site? Note: There are 3 correct answers to this question.

- A. When a user clicks on the link, immediately display what the user expects to see.
- B. All external links from the career site should open in the same browser window.

- C. If blue text is used on the site, ensure that it's always used to represent links.
- D. Populate the title text for each link.
- E. Include multiple links to the customer's corporate site.

Answer: A,C,D

NEW QUESTION # 24

What is recommended to be included in the header navigation menu? Note: There are 2 correct answers to this question.

- A. Links to top job searches
- B. Links to social networks
- C. Links to Content pages
- D. Links to Category pages

Answer: C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The header navigation menu in Career Site Builder (CSB) is a critical element for candidate navigation, and SAP recommends including items that enhance usability and job discovery:

* Option A (Links to Content pages): Correct. Content pages (e.g., "About Us," "Benefits") provide candidates with company information, making them a recommended inclusion in the header for easy access.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "The header navigation menu should include links to content pages such as 'About Us' or 'Our Culture' to provide candidates with additional context about the organization, improving engagement."

* Option C (Links to Category pages): Correct. Category pages (e.g., "Sales Jobs," "Engineering Jobs") help candidates quickly find relevant job listings, aligning with SAP's focus on job-centric navigation.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Links to category pages in the header navigation menu are recommended to facilitate direct access to job listings grouped by type or department, enhancing the candidate experience."

* Option B (Links to top job searches): Incorrect. While useful, top job searches are typically featured in the footer or search bar suggestions, not the header, to keep it uncluttered.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Header Navigation).

NEW QUESTION # 25

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