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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
Topic 2	<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 3	<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 4	<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 5	<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 6	<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 7	<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 8	<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 9	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q15-Q20):

NEW QUESTION # 15

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

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

Answer: A,C,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 # 16

What are some SAP-recommended guiding principles to achieve clean core operations? Note: There are 3 correct answers to this question.

- A. Integrate clean core practices in the end-to-end value process chain.
- B. Establish release management.
- C. Establish an organizational structure, technical foundation, and transformation methodology
- D. Define roles and responsibilities as part of a process transformation office.
- E. Establish regular housekeeping tasks and procedures.

Answer: A,B,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

SAP's clean core strategy minimizes customizations to maintain system integrity and adaptability. Let's explore the guiding principles:

- * Option A (Establish release management): Correct. Structured release management ensures updates are applied systematically, preserving clean core standards.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Establishing release management is a guiding principle for clean core operations, ensuring that updates are applied systematically without disrupting standard functionality."

- * Reasoning: For CSB, scheduling quarterly updates (e.g., patching via Command Center) with testing in Stage prevents conflicts with custom code, aligning with SAP's quarterly release cycles (e.g., Q1 2025).

* Practical Example: "Best Run" plans releases, reviewing release notes on sap.com to apply CSB enhancements cleanly.

- * Option C (Establish regular housekeeping tasks and procedures): Correct. Routine maintenance prevents data or configuration clutter.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Regular housekeeping tasks, such as data cleanup and configuration reviews, are recommended to maintain a clean core and prevent technical debt."

- * Reasoning: Monthly tasks like archiving old jobs or reviewing field mappings in Admin Center keep careers.bestrun.com efficient.

* Practical Example: "Best Run" runs a cleanup script to remove expired requisitions, verified in a test tenant.

- * Option D (Integrate clean core practices in the end-to-end value process chain): Correct.

Embedding clean core ensures process alignment with SAP standards.

* SAP Documentation Excerpt: From the SAP SuccessFactors Integration Strategy Guide:

"Integrating clean core practices into the end-to-end value process chain aligns customizations with SAP standards, enhancing system longevity."

- * Reasoning: Using OData APIs for CSB integrations (e.g., job sync) instead of custom scripts maintains upgradability.

* Practical Example: "Best Run" adopts OData for Real Time Job Sync, avoiding legacy SOAP issues.

- * Option B: Incorrect. A process transformation office is an organizational choice, not a core principle.

* Option E: Incorrect. This is an implementation approach, not a specific clean core guideline.

: SAP SuccessFactors - Integration Strategy Guide (Clean Core Principles).

NEW QUESTION # 17

When the Unified Data Model is enabled, which of the following options are available when configuring the search experience?

Note: There are 3 correct answers to this question.

- A. Configure a color or image for the search bar for each of your customer's brands.
- B. Select fields from the job requisition template for the search results card and designate on which line of the card to display each.

- C. Enable location-based searches on the search bar.
- D. Select fields from the job requisition template to display in individual drop-down menus on the search bar.
- E. Configure options for the search results page and the job results cards for each of your customer's brands.

Answer: A,C,E

NEW QUESTION # 18

What are the options for enabling the "Hear more about career opportunities" flag (also called "Consent to Marketing") on the candidate profile so that a candidate receives email campaigns? Note: There are 3 correct answers to this question.

- A. The candidate selects "Hear more about career opportunities" when creating an account.
- B. A back-end script is run to update all candidates' settings for "Hear more about career opportunities".
- C. An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the "Hear more about career opportunities" option is enabled.
- D. The candidate updates the setting for "Hear more about career opportunities" from their candidate profile.
- E. A recruiter updates the setting for "Hear more about career opportunities" from the candidate's profile.

Answer: A,C,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The "Hear more about career opportunities" flag ensures GDPR-compliant consent for email campaigns:

* Option A (The candidate updates the setting from their candidate profile): Correct. Candidates can opt in/out via their profile settings post-account creation.

* SAP Documentation Excerpt: From the Candidate Experience Guide: "Candidates may update their 'Hear more about career opportunities' preference directly in their candidate profile, providing flexibility to manage marketing consent."

* Option C (The candidate selects "Hear more about career opportunities" when creating an account): Correct. During account creation (e.g., via data capture form), candidates can opt in.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When creating an account, candidates are presented with an option to select 'Hear more about career opportunities,' enabling consent for email campaigns at the point of registration."

* Option D (An Initial Consent email campaign is sent, and if the candidate clicks the opt-in link, the option is enabled): Correct. A consent email with an opt-in link updates the flag upon candidate action.

* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "An Initial Consent email campaign can be sent to candidates, and clicking the opt-in link will enable the 'Hear more about career opportunities' flag, ensuring compliance with consent regulations."

* Option B (A back-end script is run): Incorrect. Scripts aren't a standard method; consent must be candidate-driven for compliance.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Marketing Guide; Candidate Experience Guide.

NEW QUESTION # 19

What are some leading practices regarding text on websites? Note: There are 3 correct answers to this question.

- A. Break up lengthy content and separate with headings.
- B. Use half the word count or less than conventional writing.
- C. Use high contrast text, for example, black text on a white background.
- D. Use a serif font (such as Times New Roman), rather than a sans-serif font (such as Arial).
- E. Avoid using bulleted or numbered lists.

Answer: A,B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Text practices in Career Site Builder (CSB) enhance readability, accessibility, and engagement, aligning with web and WCAG 2.1 standards. Let's explore the options:

* Option A (Use high contrast text, for example, black text on a white background): Correct. High contrast ensures legibility for all users, including those with visual impairments.

* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Use high contrast text, such as black on white, to ensure readability and compliance with accessibility guidelines like WCAG 2.1 for all candidates."

* Reasoning: On careers.bestrun.com, black job titles on a white background (contrast ratio > 4.5:

1) are readable via screen readers like JAWS and meet legal standards. This is configured in CSB > Global Styles > Text Settings.

- * Practical Example: "Best Run" sets job descriptions to black on white, improving visibility for a colorblind candidate.
- * Option C (Break up lengthy content and separate with headings): Correct. Headings improve scannability and structure, aiding navigation.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Break up lengthy content with headings (e.g., H2, H3) to enhance candidate comprehension and navigation on CSB pages."
- * Reasoning: A job page with "Job Title" (H2), "Responsibilities" (H3), and "Requirements" (H3) allows quick scanning on careers.bestrunchr.com/job/123. This is added in CSB > Pages > Content Editor.
- * Practical Example: "Best Run" uses headings to split a 500-word description, tested for readability.
- * Option D (Use half the word count or less than conventional writing): Correct. Concise text suits web users' preference for quick consumption.
- * SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Aim for half the word count of conventional writing to keep CSB content concise and engaging for candidates."
- * Reasoning: Reducing a 200-word job summary to 100 words (e.g., "Join our sales team" vs. a verbose paragraph) on careers.bestrunchr.com improves retention. This is a content strategy applied during page creation.
- * Practical Example: "Best Run" shortens "About Us" to 50 words, verified in a user test.
- * Option B (Avoid using bulleted or numbered lists): Incorrect. Lists enhance readability by organizing information, a recommended practice.
- * Option E (Use a serif font): Incorrect. Sans-serif fonts (e.g., Arial) are preferred for web clarity over serif (e.g., Times New Roman), per modern design standards.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Accessibility Guide.

NEW QUESTION # 20

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