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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none"> • 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	<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 5	<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 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q72-Q77):

NEW QUESTION # 72

What must you consider when configuring custom headers in Career Site Builder?

- A. The Sign-In and Language component is required.
- B. The Logo component is required.
- C. Each component in a custom header must be configured on a separate row.
- D. If a custom header is configured, then all of the headers on the career site must be custom.

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Custom headers in Career Site Builder (CSB) allow branding and navigation customization, but certain considerations ensure functionality and compliance. Let's evaluate:

* Option C (The Sign-In and Language component is required): Correct. This component enables candidates to log in and switch languages, a mandatory feature for a usable site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When configuring custom headers in CSB, the Sign-In and Language component is required to provide candidates with access to their profiles and language options, ensuring a functional and inclusive site."

* Reasoning: Without Sign-In (for returning candidates) and Language (for multi-locale sites like careers.bestrun.com/en or /fr), the header lacks core functionality. For "Best Run," this appears as

"Sign In | EN | FR" in the top right, configured in CSB > Headers > Add Component.

* Practical Example: In a custom header for "Best Run," adding this component ensures a French candidate can switch to fr_FR, tested in a staging environment.

* Option A (The Logo component is required): Incorrect. A logo is recommended for branding but optional; a text-based header (e.g., "Best Run Jobs") is acceptable.

* Option B (Each component must be on a separate row): Incorrect. Components (e.g., logo, navigation) can share rows for flexible design, set in CSB > Headers > Layout.

* Option D (All headers must be custom): Incorrect. Custom headers can coexist with default headers on other pages, offering design flexibility.

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

NEW QUESTION # 73

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

Answer: A,B,D

NEW QUESTION # 74

Who delivers the sitemap links to Google and Bing after the Career Site Builder site has been moved to Production?

- A. Consultant submits a request through the SAP Support Portal
- B. Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal
- C. Professional Services
- D. Functional consultant or customer

Answer: D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Submitting sitemap links to search engines like Google and Bing post-production ensures the CSB site is indexed for SEO. Let's break down the responsibility:

* Option B (Functional consultant or customer): Correct. After the CSB site goes live, either the functional consultant or the customer submits the sitemap (e.g., via Google Search Console or Bing Webmaster Tools). This is a post-implementation task typically handled by the party managing the site.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Once the CSB site is moved to production, it is the responsibility of the functional consultant or the customer to deliver the sitemap links to search engines such as Google and Bing to ensure proper indexing and SEO optimization."

* Reasoning: The sitemap (e.g., careers.company.com/sitemap.xml) is auto-generated by CSB. The consultant might assist during handover (e.g., in a training session), but the customer often takes ownership post-go-live using their own SEO tools. For example, a consultant might log into Google Search Console with the customer's credentials to submit it initially, then train them to manage updates.

* Practical Example: For "Best Run Corp," the consultant submits the sitemap on Day 1 post-launch, then the customer's marketing team monitors crawl status weekly.

* Option A (Consultant submits a request through the SAP Support Portal): Incorrect. The SAP Support Portal is for technical issues, not SEO tasks like sitemap submission.

* Option C (Professional Services): Incorrect. Professional Services handles broader implementations, not routine post-launch tasks like this.

* Option D (Consultant submits a request through the SAP SuccessFactors HXM Cloud Operations Portal): Incorrect. The HXM Cloud Operations Portal is for system management, not search engine submissions.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (SEO and Post-Production Tasks).

NEW QUESTION # 75

Your customer would like to take advantage of the enhanced search capabilities for location. Which of these steps below are required? Note: There are 2 correct answers to this question.

- A. Configure multi-locations for the locations.
- B. Configure Job Location Generic Objects.
- C. Map each Job Location Generic Object to a Location Foundation Object.
- D. Enable the Unified Data Model in Career Site Builder.

Answer: B,C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Enhanced location search capabilities in CSB allow candidates to filter jobs by geographic criteria, requiring specific configurations:

* Option C (Map each Job Location Generic Object to a Location Foundation Object): Correct. The Unified Data Model (UDM) enhances search by leveraging Foundation Objects (e.g., Location).

Mapping Job Location Generic Objects to these ensures accurate location data flows into the career site for search functionality.

* Option D (Configure Job Location Generic Objects): Correct. Job Location Generic Objects must be set up in the system to store and manage location data for job requisitions, enabling the enhanced search feature.

* Option A (Enable the Unified Data Model in Career Site Builder): While UDM enhances search capabilities, it's a prerequisite, not a "step" specific to location search configuration. The question asks for required steps, not prerequisites, making this less precise.

: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide.

NEW QUESTION # 76

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

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

Answer: A,B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Mapping applicant statuses in Advanced Analytics (AA) tracks candidate pipeline progression for reporting.

Let's identify exceptions:

* Option B (Invited to Apply): Correct. This pre-application status (e.g., an email invitation) isn't part of the pipeline and thus doesn't require mapping.

* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Invited to Apply" does not need to be mapped in Advanced Analytics, as it represents a pre-application status outside the candidate pipeline."

* Reasoning: An "Invited to Apply" email from careers.bestrun.com isn't tracked until the candidate applies, so it's excluded from AA's status set in Admin Center > Advanced Analytics Configuration.

* Practical Example: For "Best Run," an invite sent on February 1, 2025, isn't mapped.

* Option C (Forwarded): Correct. This internal recruiter action (e.g., forwarding a profile) isn't a candidate-facing status.

* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Forwarded" is an internal recruiter action and does not require mapping in Advanced Analytics, as it is not a candidate-facing pipeline status."

* Reasoning: Forwarding a candidate to a hiring manager in Recruiting Management doesn't affect the candidate's journey, so it's omitted from AA mapping.

* Practical Example: For "Best Run," a "Forwarded" action on March 1, 2025, isn't tracked.

* Option A (Auto Disqualified): Incorrect. This pipeline endpoint (e.g., rejected by ATS) must be mapped for complete reporting.

* Option D (Withdrawn by Candidate): Incorrect. This key status (e.g., candidate opts out) requires mapping to reflect pipeline drop-off.

: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide (Status Mapping).

NEW QUESTION # 77

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