

# Certification C\_THR84\_2505 Cost - Detailed

## C\_THR84\_2505 Answers



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### SAP C\_THR84\_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• <b>Configure Locales:</b> 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• <b>Career Site Builder Pages and Components:</b> 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.</li></ul>
Topic 3	<ul style="list-style-type: none"><li>• <b>Other Career Site Setup:</b> 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.</li></ul>
Topic 4	<ul style="list-style-type: none"><li>• <b>Implement Advanced Analytics:</b> 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.</li></ul>
Topic 5	<ul style="list-style-type: none"><li>• <b>Job Delivery:</b> 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.</li></ul>

Topic 6	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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## SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q45-Q50):

### NEW QUESTION # 45

What are the key elements configured on the Global Styles pages? Note: There are 3 correct answers to this question.

- A. Colors
- B. Footers
- C. Social share
- D. Site banner
- E. Headers

**Answer: A,B,E**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Global Styles section in Career Site Builder (CSB) centralizes sitewide design configurations, ensuring a consistent look and feel across all pages. This area is critical for branding and usability, so let's explore the options in depth:

\* Option A (Footers): Correct. Footer settings, including layout, links, and styling (e.g., background color, font), are configured globally to maintain uniformity across the site.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Global Styles include configuration options for footers, allowing administrators to define consistent styling and content, such as navigation links and legal text, across all pages of the CSB site."

\* Reasoning: A footer with "View All Jobs" and "Privacy Policy" links, styled with a dark background, applies sitewide unless overridden by page-specific settings. This is managed in CSB > Global Styles > Footer.

\* Practical Example: For "Best Run Corp," configuring a footer with a blue background and white text in Global Styles ensures it appears on careers.bestrun.com and all subpages.

\* Option B (Headers): Correct. Header configurations, such as navigation menus, logos, and the Sign-In /Language component, are set globally to provide a cohesive navigation experience.

\* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Headers are a key element configured in Global Styles, enabling customization of navigation menus, logos, and the required Sign-In and Language component across the entire CSB site."

\* Reasoning: A header with a company logo and dropdowns for "Jobs" and "About Us" is defined once, ensuring consistency across careers.bestrun.com/job/123 and careers.bestrun.com/about.

\* Practical Example: Setting a red header with a centered logo in Global Styles applies to all pages, tested in a CSB staging environment.

- \* Option D (Colors): Correct. The color palette, including primary, secondary, and accent colors (e.g., via RGB or hex codes), is configured globally to enforce brand consistency.
  - \* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Colors are managed in Global Styles, where administrators can define a palette using RGB or hex codes (e.g., #FF0000 for red) to ensure brand consistency across all CSB pages."
  - \* Reasoning: Defining "#007BFF" as the primary color for buttons and links ensures a uniform look, adjustable via the color picker in CSB > Global Styles.
  - \* Practical Example: For "Best Run," setting a blue palette (#0056b3) applies to all buttons, verified across multiple pages.
  - \* Option C (Site banner): Incorrect. Site banners are page-specific components (e.g., a welcome banner on the Home page), not configured globally in Global Styles.
- : SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Global Styles).

#### NEW QUESTION # 46

You have enabled and created a branded email layout for your customer. When can this custom email layout be used? Note: There are 2 correct answers to this question.

- A. When sending an email from the Candidate Search page
- B. When sending an email associated with a Recruiting email trigger
- C. When sending an email associated with an applicant status
- D. When sending an email from the Applicant Workbench

**Answer: B,C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In SAP SuccessFactors Recruiting: Candidate Experience, a branded email layout enhances candidate communication with consistent company branding. The custom layout applies to specific email scenarios:

- \* Option B (When sending an email associated with an applicant status): Correct. Emails tied to applicant status changes (e.g., "Application Received," "Interview Scheduled") can use the branded layout when configured in E-Mail Notification Templates Settings. This is a common use case for candidate-facing communications in Recruiting Management.
  - \* Option D (When sending an email associated with a Recruiting email trigger): Correct. Recruiting email triggers (e.g., "Data Capture Form Submitted - Welcome and Set Password Email") are configured to notify candidates based on specific actions. These emails, set up in Recruiting Email Triggers, can leverage the branded layout for consistency.
  - \* Option A (When sending an email from the Applicant Workbench): Incorrect. The Applicant Workbench is an internal tool for recruiters to manage candidates, and emails sent from here typically use ad-hoc or manual templates, not the branded layout designed for automated candidate communication.
- : SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Email Configuration Guide; Career Site Builder Administration Guide.

#### NEW QUESTION # 47

What are some considerations when defining user permissions for Advanced Analytics? Note: There are 2 correct answers to this question.

- A. Users must be set up for Recruiter SSO.
- B. Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details.
- C. Advanced Analytics user permissions are configured in Command Center.
- D. Advanced Analytics user permissions CANNOT be configured until after the Career Site Builder site is live.

**Answer: A,B**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Advanced Analytics (AA) permissions are critical for data access:

- \* Option B (Users must be set up for Recruiter SSO): Correct. Single Sign-On (SSO) ensures secure, streamlined access to AA.
- \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Users accessing Advanced Analytics must be configured with Recruiter SSO to ensure seamless and secure authentication across Recruiting tools."
- \* Option D (Users can be given permissions to view only the high-level report, or can also be provided with the ability to drill to details): Correct. Permissions can be tiered for summary or detailed views.
- \* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Permissions can be defined to restrict users to high-level

reports or grant drill-down capabilities into detailed recruiting data, based on role requirements."

\* Option A: Incorrect. Permissions can be set pre-CSB go-live for testing.

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

#### NEW QUESTION # 48

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 Content pages
- C. Links to Category pages
- D. Links to social networks

Answer: B,C

#### NEW QUESTION # 49

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. Configure a custom Marketing Brand Generic Object.
- B. Configure the standard Marketing Brand Generic Object.
- C. Create a microsite for each brand.
- D. Create the brands from Manage Data.
- E. Map the brand field from Setup Recruiting Marketing Job Field Mapping.

Answer: A,B,C

#### NEW QUESTION # 50

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