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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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	• 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	• 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 5	• 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 (Q63-Q68):

NEW QUESTION # 63
Which elements need to be checked after a Career Site Builder site is moved from stage to production?

- A. CSB Role Based Permissions
- B. External redirects open in the same browser tab
- C. Site URLs
- D. Advanced Analytics

Answer: C

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Post-move validation ensures the Career Site Builder (CSB) site functions correctly in the production environment. Let's identify the critical element to check:
* Option D (Site URLs): Correct. Verifying URLs (e.g., careers.company.com) ensures proper routing, accessibility, and DNS resolution after the move from stage to production.
* SAP Documentation Excerpt: From the Implementation Handbook: "After moving the CSB site from stage to production, check the site URLs to confirm they resolve correctly to the production environment and that all pages are accessible to candidates."
* Reasoning: A misconfigured URL (e.g., staging.company.com lingering due to an incomplete DNS update) could block candidate access. Testing involves opening careers.bestrun.com in a browser, pinging the domain, and ensuring it loads the production site (e.g., checking for the correct SSL certificate and content). This step is part of SAP's post-deployment checklist to confirm the site is live and functional.
* Practical Example: For "Best Run Corp," the consultant visits careers.bestrun.com post-move on March 5, 2025, and confirms it displays production jobs, not stage data.
* Option A (External redirects open in the same browser tab): Incorrect. Redirect behavior (e.g., new tab vs. same tab) is a design choice configured pre-move and doesn't require post-move validation unless specifically altered.
* Option B (Advanced Analytics): Incorrect. Advanced Analytics is validated separately post- implementation, not as a direct result of the site move.
* Option C (CSB Role Based Permissions): Incorrect. Permissions are set and tested in stage, not rechecked post-move unless a specific issue arises.
: SAP SuccessFactors Recruiting: Candidate Experience - Implementation Handbook (Post-Production Validation).

NEW QUESTION # 64
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. The Security Key is from CSB > Settings > Site Configuration > Site Integrations.
- B. API Key is from CSB > Settings > Site Configuration> Site Integrations.
- C. The URLs, Username, and Password are from CSB > Tools > Manage API Credentials.
- D. The API Key, Username, and Password are from CSB > Tools > Manage API Credentials.

Answer: A,D

NEW QUESTION # 65

Which of the following apply regarding the AI Assisted Skills Matching feature enhancement? Note: There are 2 correct answers to this question.

- A. The candidate's resume and identified skills will be stored temporarily in the system for one hour.
- B. The candidate will see the top 15 jobs that they have been matched to after their skills have been identified.
- C. This feature allows customers to include a Data Privacy statement for candidates to accept before uploading their resume.
- D. Candidates can upload their resume and AI will analyze and identify skills in their resume and match them to jobs which list the same skills.

Answer: C,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
The AI Assisted Skills Matching feature enhances candidate-job alignment:
* Option A (Candidates can upload their resume and AI will analyze and identify skills): Correct. AI parses resumes to extract skills and matches them to job requisitions, improving candidate experience.
* SAP Documentation Excerpt: From the Recruiting Marketing Enhancements Guide: "With AI Assisted Skills Matching, candidates can upload their resumes, and the system uses artificial intelligence to identify skills and match them to relevant job postings."
* Option D (This feature allows customers to include a Data Privacy statement): Correct. Privacy compliance (e.g., GDPR) requires a consent statement before resume upload.
* SAP Documentation Excerpt: From the Recruiting Marketing Enhancements Guide:
"Customers can configure a Data Privacy statement that candidates must accept prior to uploading their resume, ensuring compliance with data protection regulations."
* Option B (The candidate's resume and identified skills will be stored temporarily for one hour):
Incorrect. No specific one-hour limit is documented; storage duration depends on configuration and compliance settings.

NEW QUESTION # 66

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. 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.
- B. A back-end script is run to update all candidates? settings for ?Hear more about career opportunities?.
- C. The candidate updates the setting for ?Hear more about career opportunities" from their candidate profile.
- D. The candidate selects ?Hear more about career opportunities" when creating an account.
- E. A recruiter updates the setting for ?Hear more about career opportunities? from the candidate's profile.

Answer: A,C,D

NEW QUESTION # 67

It is important for customers to be able to report on which candidates arrived at their Career Site Builder (CSB) site from their corporate site. What are the actions you need to take to facilitate this reporting? Note:
There are 2 correct answers to this question.

- A. Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site.
- B. Add a campaign code to all XML job feeds that you create for your customer.
- C. Submit the Referral Engine Task support ticket after moving your customer's CSB site to production.
- D. Recommend that your customer opt-in for the Organic Network.

Answer: A,C

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Tracking candidates from a corporate site to CSB requires source attribution for accurate reporting in Advanced Analytics. Let's

detail the necessary actions:

* Option A (Deliver source-coded backlinks so that your customer can replace all links from their externally-hosted sites to their CSB site): Correct. Backlinks with UTM parameters (e.g., ?

source=corporate) enable tracking of candidate origins.

* SAP Documentation Excerpt: From the Advanced Analytics Guide: "Provide source-coded backlinks (e.g., careers.company.com/?source=corporate) to the customer for placement on their corporate site, allowing Advanced Analytics to report on candidates arriving from these links."

* Reasoning: Replacing www.bestrun.com/careers with careers.bestrun.com/?source=corp tracks referrals. The consultant provides a link template (e.g., careers.bestrun.com/?

utm_source=corporate&utm_medium=web&utm_campaign=referral) for the customer to implement on their site.

* Practical Example: For "Best Run," the customer updates www.bestrun.com/careers to the coded link, and AA shows 50 candidates from this source in March 2025.

* Option D (Submit the Referral Engine Task support ticket after moving your customer's CSB site to production): Correct. The Referral Engine enhances tracking of external referrals, requiring a support ticket for activation.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "After moving the CSB site to production, submit the Referral Engine Task support ticket to enable advanced tracking of candidate referrals from external sites, such as the corporate website, in reporting tools."

* Reasoning: Post-production (e.g., March 1, 2025), the consultant submits a ticket via the SAP Support Portal, requesting Referral Engine setup. This backend feature processes referral data for AA.

* Practical Example: For "Best Run," the ticket activates tracking, and a report shows 75% of referrals from www.bestrun.com.

* Option B (Recommend that your customer opt-in for the Organic Network): Incorrect. The Organic Network is unrelated to corporate site tracking; it's for organic search optimization.

* Option C (Add a campaign code to all XML job feeds): Incorrect. XML feeds track job board sources, not corporate site referrals.

: SAP SuccessFactors Recruiting: Candidate Experience - Advanced Analytics Guide; Career Site Builder Administration Guide.

NEW QUESTION # 68

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