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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">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.
Topic 3	<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 4	<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 5	<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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q66-Q71):

NEW QUESTION # 66

Sometimes there are more qualified candidates for a position than the company needs to hire. Your customer would like recruiters to consolidate these candidates for their critical positions in a central location. What do you recommend? Note: There are 2 correct answers to this question.

- A. Create a specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there.
- B. Create a field on the application view of the Applicant Workbench and select it for qualified candidates who were NOT hired.
- C. Create a Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified.
- D. Create talent pools and add qualified candidates who were NOT hired to the appropriate talent pools.

Answer: A,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Managing excess qualified candidates efficiently is a key feature of SAP SuccessFactors Recruiting:

* Option C (Create a specific applicant status such as "Silver Medalist" on the applicant status set and move qualified candidates who were NOT hired there): Correct. The "Silver Medalist" status is a common practice to tag high-quality candidates not selected for a role. This status, configured in the applicant status set, allows recruiters to track them in the Recruiting Management system for future opportunities.

* SAP Documentation Excerpt: From the Recruiting Management Configuration Guide:

"Applicant statuses can be customized to include categories such as 'Silver Medalist' to identify candidates who were highly qualified but not selected. This status enables recruiters to maintain a pipeline of talent within the system for future consideration."

* Option D (Create talent pools and add qualified candidates who were NOT hired to the appropriate talent pools): Correct. Talent pools in SAP SuccessFactors allow recruiters to group candidates by criteria (e.g., skills, roles) for future recruitment. Adding "Silver Medalists" to talent pools centralizes them for critical positions.

* SAP Documentation Excerpt: From the Talent Pool Administration Guide: "Talent pools provide a centralized repository for storing candidate profiles. Recruiters can add candidates who were not hired but deemed qualified to specific pools, enabling proactive sourcing for critical or hard-to-fill roles."

* Option A (Create a Content page on the career site and advise recruiters to direct candidates to learn more about what makes a candidate qualified): Incorrect. A content page educates candidates but doesn't consolidate them in a central system location for recruiters' use.

: SAP SuccessFactors Recruiting: Candidate Experience - Recruiting Management Configuration Guide; Talent Pool Administration

Guide.

NEW QUESTION # 67

When choosing to use a standard URL for their career site with Career Site Builder, which of the following configuration options are available to customers? Note: There are 2 correct answers to this question.

Solution:

Option C

Customers provide a unique subdomain (e.g. the name of **their company**), and the remainder of the URL is the generic SAP framework (**jobs.hr.cloud.sap**). For example: **mycompany.jobs.hr.cloud.sap**

Reference: <https://learning.sap.com/>

Option D

Since the URL is part of SAP's domain, SAP manages both the DNS and SSL certificates on behalf of the customer.

Reference: <https://learning.sap.com/>

- A. Customers can choose a subdomain that is unique to their organization and the rest of the URL will be generic: <subdomain>jobs.hr.cloud.sap.
- B. SAP maintain the DNS and SSL certificates on behalf of the customer, when using the standard URL.
- C. Existing customers wishing to transition to a standard URL can maintain 2 active URLs for up to 12 months, 1 primary and 1 secondary, during the transition period.
- D. Customers can choose a subdomain and domain that is completely unique to their organization when using the standard URL for their career site.

Answer: A,B

NEW QUESTION # 68

What are some leading practices regarding the timing of the Advanced Analytics implementation? Note: There are 2 correct answers to this question.

- A. Implement Advanced Analytics immediately following the Career Site Builder site go-live.
- B. The steps to implement Advanced Analytics must be completed over two or more days.
- C. The fields the customer wishes to report on do NOT need to be considered until the Advanced Analytics implementation has begun.
- D. Advanced Analytics can be implemented when the applicant status set is created.

Answer: A,D

NEW QUESTION # 69

For sites with multiple brands, what elements can you configure to differentiate them on a Career Site Builder site? Note: There are 2 correct answers to this question.

- A. Cookie Consent Manager and JavaScript
- B. Data capture forms and locales
- C. Content and category pages
- D. Colors and images

Answer: B,D

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Multi-brand CSB sites allow differentiation to reflect distinct brand identities:

- * Option A (Colors and images): Correct. CSB's Global Styles and Brand Configuration let you customize colors (e.g., palette) and images (e.g., logos, banners) per brand, ensuring visual distinction.
- * Option B (Data capture forms and locales): Correct. You can tailor data capture forms (e.g., fields, branding) and locales (e.g., language, region) per brand, enhancing candidate targeting and compliance.
- * Option C (Content and category pages): Incorrect as a primary differentiator. While configurable, these are more about site structure than brand distinction, applying across brands unless explicitly branded.

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

NEW QUESTION # 70

What could delay the completion of the localization of your customer's career site? Note: There are 3 correct answers to this question.

- A. The customer translated HTML tags and tokens in the locale columns of the configuration workbook.
- B. The customer has NOT approved the default locale.
- C. Google Translate did NOT contain all of the terms in the text for your customer's site.
- D. The customer requested changes to the localization of system text in Career Site Builder.
- E. The consultant did NOT include all of the text for the default locale in the configuration workbook.

Answer: A,B,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Localization in CSB involves translating site content for different locales:

- * Option B (The customer translated HTML tags and tokens in the locale columns of the configuration workbook): Correct. Translating tags/tokens (e.g., <p>, {jobTitle}) corrupts the workbook, delaying processing as they must remain untranslated.
- * SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "HTML tags and tokens in the configuration workbook must not be translated; translating these elements will cause errors and delay the localization process."
- * Option C (The customer has NOT approved the default locale): Correct. The default locale (e.g., en_US) must be approved first, as it's the baseline for translations, causing delays if pending.
- * SAP Documentation Excerpt: From the Localization Guide: "Approval of the default locale is required before additional locales can be processed, as it serves as the reference point for all translations."
- * Option E (The consultant did NOT include all of the text for the default locale in the configuration workbook): Correct. Missing default text prevents complete translation, stalling the process.
- * SAP Documentation Excerpt: From the Localization Guide: "The consultant must ensure all text for the default locale is included in the configuration workbook; omissions will delay the localization timeline."
- * Option A (Google Translate did NOT contain all of the terms): Incorrect. Google Translate isn't an official SAP tool for CSB localization; delays stem from process errors, not external tools.

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

NEW QUESTION # 71

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