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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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	• 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 5	• 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 6	• 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 7	• 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.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q74-Q79):

NEW QUESTION # 74
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. Add from the Applicant Workbench.
- B. Add from a Candidate Search.
- C. Add from an email campaign.
- D. Candidates can add themselves.
- E. Auto-populate from a saved search.

Answer: A,B,E

NEW QUESTION # 75
What are the key elements configured on the Global Styles pages? Note: There are 3 correct answers to this question.

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

Answer: B,C,D

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 # 76

You have set up Real Time Job Sync. The sync is working, but NOT all of the jobs posted externally are displaying in the Career Site Builder site. What could be the cause of this failure? Note: There are 2 correct answers to this question.

- A. The recruiter did NOT include a job description.
- B. The recruiter did NOT include a country.
- C. The recruiter does NOT have permissions for Career Site Builder.
- D. The recruiter did NOT include the job with Sync Recruiting Jobs.

Answer: A,D

NEW QUESTION # 77

Which of the following are included in a standard Recruiting statement of work? Note: There are 3 correct answers to this question.

- A. Enable Mobile Apply.
- B. Configure one standard XML feed.
- C. Configure one custom XML feed.
- D. Configure one job layout.
- E. Configure 20 Category or Content pages.

Answer: B,D,E

NEW QUESTION # 78

Which of the following are leading practices for using images on a Career Site Builder site? Note: There are 3 correct answers to this question.

- A. All images on a Career Site Builder site should be oriented as portrait, NOT landscape.
- B. Alt Text is NOT required for logos on the site.
- C. Unique alt text should be populated for all images in all languages.
- D. Do NOT use embedded text on images.
- E. Select images that have a strong focal point.

Answer: C,D,E

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Images in Career Site Builder (CSB) enhance visual appeal and accessibility, requiring careful consideration to meet standards like WCAG 2.1. Let's delve into the options:
* Option A (Select images that have a strong focal point): Correct. Images with a clear focus (e.g., a person's face) engage candidates and improve visual hierarchy.
* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Leading practice recommends selecting images with a strong focal point to draw candidate attention and enhance the visual experience on the CSB site."
* Reasoning: A photo of a smiling employee on careers.bestrun.com/home stands out over a blurry group shot, guiding the eye to key content. This is configured in CSB > Pages > Image Upload.
* Practical Example: For "Best Run," choosing an image of a team leader for the "About Us" page increases engagement.
* Option C (Do NOT use embedded text on images): Correct. Embedded text (e.g., "Join Us" on a banner) isn't accessible to screen readers or searchable, violating SEO and accessibility norms.
* SAP Documentation Excerpt: From the Career Site Builder Accessibility Guide: "Avoid using embedded text on images, as it cannot be read by screen readers and may not be indexed by search engines; use alt text instead."
* Reasoning: Instead of embedding "Apply Now" on an image, use HTML text with CSS styling in CSB > Global Styles, ensuring accessibility for users with JAWS.
* Practical Example: "Best Run" replaces a text-over-image banner with a styled "Apply Now" button.
* Option E (Unique alt text should be populated for all images in all languages): Correct. Alt text describes images for accessibility and must reflect content in each locale.
* SAP Documentation Excerpt: From the Career Site Builder Localization Guide: "Populate unique alt text for all images in each language to ensure accessibility and relevance for candidates across locales."
* Reasoning: For an image of a team on careers.bestrun.com, alt text is "Best Run team meeting" (en_US) and "Reunion de l'equipe Best Run" (fr_FR), set in CSB > Pages > Image Settings.
* Practical Example: "Best Run" updates alt text for a logo across en_US, fr_FR, and es_ES.
* Option B (Alt Text is NOT required for logos): Incorrect. WCAG 2.1 mandates alt text for all images, including logos, for accessibility (e.g., "Best Run Logo").
* Option D (All images should be oriented as portrait): Incorrect. Orientation (portrait or landscape) depends on design needs, not a universal rule.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Accessibility Guide.

NEW QUESTION # 79

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