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SAP C_THR84_2505 Exam Syllabus Topics:

| Topic | Details |
|---------|--|
| Topic 1 | <ul style="list-style-type: none">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. |
| Topic 2 | <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 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"> 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 5 | <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 6 | <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 7 | <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. |

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q27-Q32):

NEW QUESTION # 27

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

Answer: A,B

NEW QUESTION # 28

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

Answer: B,C

NEW QUESTION # 29

Which of the following are prerequisites for enabling?

Solution:



B. A career site built with Career Site Builder (CSB)

Advanced Analytics tracks® pre-apply metrics from visits, applications started, etc., which requires a CSB-powered site.

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

C. SAP SuccessFactors Recruiting system with Recruiting Posting (the ATS-based job distribution)

You need the Recruiting ATS environment (with Recruiting Posting enabled) so that analytics can integrate job data end-to-end.

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

- A. SAP SuccessFactors Recruiting Posting
- B. SAP SuccessFactors Onboarding
- **C. A career site built with Career Site Builder**
- D. Advanced Analytics in SAP SuccessFactors Recruiting

Answer: C

NEW QUESTION # 30

If Advanced Analytics was NOT implemented immediately after your customer's Career Site Builder (CSB) site went live, what actions will you need to take? Note: There are 3 correct answers to this question.

- A. Perform a Job Patch to correctly filter the data sent to Advanced Analytics.
- **B. Map to ATS Capture statuses that are no longer in use.**
- C. Determine when the CSB site went live by generating a date-based report.
- **D. Backload the previous data by running Get Data One Time.**
- **E. Determine when the CSB site went live by running the App Status Audit Trail Report.**

Answer: B,D,E

NEW QUESTION # 31

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

Answer: A,B,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

For a multi-brand CSB site with UDM:

* Option A (Map the brand field from Setup Recruiting Marketing Job Field Mapping): Correct.

The brand field must be mapped to ensure job requisitions reflect the correct brand on the CSB site, a critical UDM step.

* SAP Documentation Excerpt: From the Unified Data Model Configuration Guide: "To enable brand-specific job postings, the brand field must be mapped in Setup Recruiting Marketing Job Field Mapping to associate job requisitions with the appropriate brand displayed on the Career Site Builder site."

* Option B (Configure the standard Marketing Brand Generic Object): Correct. The standard Marketing Brand Generic Object defines brand attributes (e.g., name, logo) and is required for UDM multi-brand functionality.

* SAP Documentation Excerpt: From the Career Site Builder Multi-Brand Guide: "The standard Marketing Brand Generic Object is

configured to store brand-specific data, such as logos and descriptions, which are utilized by the Unified Data Model for multi-brand career sites."

* Option D (Create a microsite for each brand): Correct. In CSB, each brand typically gets a microsite (e.g., careers.brand1.com) to differentiate candidate experiences, configured with UDM.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "For customers with multiple brands, configure microsites within Career Site Builder for each brand to provide a tailored candidate experience, leveraging the Unified Data Model for data consistency."

* Option C (Configure a custom Marketing Brand Generic Object): Incorrect. The standard object suffices; a custom object isn't typically required unless unique fields are needed beyond SAP's defaults.

: SAP SuccessFactors Recruiting: Candidate Experience - Unified Data Model Configuration Guide; Career Site Builder Multi-Brand Guide.

NEW QUESTION # 32

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