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SAP C-THR84-2505 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 5	• 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 (Q49-Q54):

NEW QUESTION # 49

What are some leading practices when creating a color palette for the Career Site Builder site? Note: There are 3 correct answers to this question.

- A. Add colors for all brands that will be needed for a multi-branded site.
- **B. Create colors using the color picker grid or by typing in the RGB or hex code.**
- C. Add only the 20 most important colors for the customer's brand.
- **D. Use the opacity slider to lighten a color in your palette instead of creating a new color.**
- **E. Enter a label for each color in your customer's color palette.**

Answer: B,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Creating a color palette in CSB's Global Styles ensures brand consistency:

* Option C (Enter a label for each color in your customer's color palette): Correct. Labeling (e.g., "Primary Blue") aids maintenance and ensures clarity for multi-user teams, a best practice in SAP guides.

* Option D (Create colors using the color picker grid or by typing in the RGB or hex code): Correct.

CSB supports precise color input via picker or codes, aligning with branding guidelines.

* Option E (Use the opacity slider to lighten a color in your palette instead of creating a new color):

Correct. This optimizes palette size and maintains consistency, avoiding unnecessary duplicates.

* Option A (Add only the 20 most important colors for the customer's brand): Incorrect. There's no strict limit; the palette should reflect all needed colors, not an arbitrary cap.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Global Styles).

NEW QUESTION # 50

Your new customer will be implemented using the Unified Data Model and has specific requirements for their job layouts. Which of the following can be configured in the Custom Layouts Editor? Note: There are 3 correct answers to this question.

- **A. Different fields from the job requisition template can be used to define the layout rules for the different job layouts.**
- B. Regardless of the number of columns used, the search bar must span across the top of all job pages.
- **C. The default layout can be used for specific jobs, even when the job matches the layout rules for a different job layout.**
- **D. Some layouts will have one column, some will have two columns, and some will have three columns.**
- E. The Apply Now button should be present only at the bottom of the job page.

Answer: A,C,D

NEW QUESTION # 51

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

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

Answer: B,C,D

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 # 52

Which of the following statements describe recruitment marketing? Note: There are 2 correct answers to this question.

- **A. The focus is on the immediate need to fill a specific job opening**
- **B. The strategies an organization uses to find, attract, engage, and nurture talent before they apply for a job**
- C. The collection of candidate information and organization of prospects based on experience and skills
- D. The practice of promoting the value of an employer's brand in order to recruit talent

Answer: A,B

NEW QUESTION # 53

Manage Languages in Admin Center must be used to change translated labels for which of the following that are accessed from Career Site Builder sites?

- A. Search bar
- B. Job alerts email template
- **C. Create an Account page**
- D. Data capture form

Answer: C

NEW QUESTION # 54

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