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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details

Topic 1	• 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	• 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	• 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	• 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 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.

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q47-Q52):

NEW QUESTION # 47
Which of the following are leading practices regarding the Source Tracker functionality? Note: There are 3 correct answers to this question.

- A. Enable your customer's Source Tracker options from Command Center.
- B. If a source that the customer requests is NOT available to enable in the Site Source Editor, submit a support ticket to request that the source be created.
- C. Before a recruiter manually posts a job online, they should generate a tracking link from Recruiting > Source Tracker > Campaign URL Builder.
- D. Adding a tracking link enables reporting in Advanced Analytics for manually posted jobs.
- E. When setting up the Source Tracker for your customer, enable all possible sources.

Answer: A,C,D

NEW QUESTION # 48
Assume that the first time a candidate visited your customer's Career Site Builder site, they disabled LinkedIn cookies. But on their second visit, the candidate wants to enable LinkedIn cookies so they can use Apply with LinkedIn. How can they do this?

- A. Once selected, it is NOT possible to change cookie preferences on a CSB site.
- B. The consultant must configure a link in the header or footer to allow candidates to access the Cookie Consent Manager to change their cookie preferences.

- C. The consultant must configure a component on the home page of the CSB site that allows candidates to Accept All Cookies.
- D. The cookie banner automatically appears each time a candidate visits the CSB site so they can select Modify Cookie Preferences.

Answer: B

NEW QUESTION # 49
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. The API Key, Username, and Password are from CSB > Tools > Manage API Credentials.
- C. The URLs, Username, and Password are from CSB > Tools > Manage API Credentials.
- D. API Key is from CSB > Settings > Site Configuration> Site Integrations.

Answer: A,B

NEW QUESTION # 50
Why is it important to set up CSB Role Based Permission from CSB > Users > Roles? Note: There are 2 correct answers to this question.

- A. When CSB Role Based Permission is enabled, administrators receive a notification that users also need permissions in Admin Center.
- B. Site setup settings are located within CSB and should only be accessed by trained administrators.
- C. Until CSB Role Based Permission is enabled, NO users can access CSB.
- D. Until CSB Role Based Permission is enabled, all users with access to CSB have all permissions in the tool.

Answer: B,D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Role-Based Permissions (RBP) in CSB control access:
* Option A (Site setup settings are located within CSB and should only be accessed by trained administrators): Correct. Sensitive settings (e.g., site configuration) require restricted access to prevent errors.
* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Site setup settings within Career Site Builder are critical and should be restricted to trained administrators via Role-Based Permissions to ensure proper configuration and maintenance."
* Option C (Until CSB Role Based Permission is enabled, all users with access to CSB have all permissions in the tool): Correct. Without RBP, access is unrestricted, posing a risk to site integrity.
* SAP Documentation Excerpt: From the Career Site Builder Security Guide: "If Role-Based Permissions are not configured in CSB > Users > Roles, all users with access to the tool will have full permissions until restrictions are applied."
* Option B (Administrators receive a notification): Incorrect. No such notification mechanism exists in CSB for Admin Center permissions.
: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Security Guide.

NEW QUESTION # 51
Which of the following apply regarding the Al Assisted Skills Matching feature enhancement?Note: There are 2 correct answers to this question.

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

Answer: B,D

NEW QUESTION # 52

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