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SAP C_THR84_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">• 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 4	<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 5	<ul style="list-style-type: none"> • 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 6	<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 7	<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.

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C_THR84_2505 Quiz Torrent: SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience - C_THR84_2505 Quiz Braindumps & C_THR84_2505 Study Guide

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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Candidate Experience Sample Questions (Q71-Q76):

NEW QUESTION # 71

What should you consider regarding mapping candidate statuses for Advanced Analytics? Note: There are 2 correct answers to this question.

- A. Any status that indicates that the candidate was NOT hired, such as Automatically Disqualified, does NOT need to be mapped.
- B. After saving the status mappings in Command Center, you can correct mapping errors as long as you do it during the same session.
- C. With some exceptions, if a status is NOT mapped when the OData integration is run, the sync will fail.
- D. Status mappings can only be completed when there is candidate data associated with each status on the Talent Pipeline.

Answer: C,D

NEW QUESTION # 72

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. Determine when the CSB site went live by running the App Status Audit Trail Report.
- C. Map to ATS Capture statuses that are no longer in use.
- D. Determine when the CSB site went live by generating a date-based report.
- E. Backload the previous data by running Get Data One Time.

Answer: B,C,E

NEW QUESTION # 73

You have created a data capture form. What are some options when adding the form to a Landing page? Note:

There are 3 correct answers to this question.

- A. You can configure the options when a candidate already has a candidate profile.
- B. You can update the text on the data privacy consent statement.
- C. You can configure a specific job alert associated with candidates who submit the form.
- D. You can modify the messages displayed after the candidate submits the form.
- E. You can customize the instructions to complete the form.

Answer: A,D,E

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Data capture forms on CSB Landing pages collect candidate information (e.g., for talent pipelines) and offer configurable options to enhance user experience. Let's explore each possibility:

* Option C (You can configure the options when a candidate already has a candidate profile):

Correct. CSB allows settings to handle existing candidates, such as prompting them to log in or update their profile instead of creating duplicates.

* SAP Documentation Excerpt: From the Recruiting Marketing Guide: "For data capture forms, configure options for candidates with existing profiles, such as prompting them to update their information or linking to their current profile, to avoid duplication."

* Reasoning: If a candidate with a profile (e.g., john.doe@bestrun.com) submits a form on a Landing page (e.g., careers.bestrun.com/campaign), CSB can display "Log in to update" rather than a new form, configured in CSB > Forms > Settings > Profile Matching.

* Practical Example: For "Best Run," a returning candidate sees a login prompt, ensuring data integrity.

* Option D (You can customize the instructions to complete the form): Correct. Instructions guide candidates and can be tailored to clarify expectations.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "When adding a data capture form to a Landing page, administrators can customize the instructions displayed above the form to provide clear guidance to candidates on how to complete it."

* Reasoning: Adding "Please enter your skills and email to join our talent network" in CSB > Landing Pages > Form Settings improves completion rates.

* Practical Example: On careers.bestrun.com/join, instructions like "Fill all fields for faster processing" are set.

* Option E (You can modify the messages displayed after the candidate submits the form): Correct.

Post-submission messages can be personalized to confirm success or guide next steps.

* SAP Documentation Excerpt: From the Career Site Builder Administration Guide: "Post- submission messages for data capture forms on Landing pages can be modified to reflect the customer's messaging, such as thanking candidates or providing next steps."

* Reasoning: Changing the default "Thank you" to "Welcome to Best Run! Check your email" in CSB > Forms > Success Messages enhances engagement.

* Practical Example: After submission on careers.bestrun.com/join, "You're now in our talent pool!" appears.

* Option A (You can configure a specific job alert associated with candidates): Incorrect. Job alerts are set in E-Mail Notification Templates Settings, not tied directly to form submissions on Landing pages.

: SAP SuccessFactors Recruiting: Candidate Experience - Career Site Builder Administration Guide (Data Capture Forms); Recruiting Marketing Guide.

NEW QUESTION # 74

What are some leading practices when creating Category pages? Note: There are 3 correct answers to this question.

- A. Category pages contain different headers and footers than the Home page.
- B. Category pages use the same design layout to provide a consistent user experience.
- C. Page titles should end with the word Jobs or Careers for better search engine optimization (SEO).
- D. Category pages host minimal content to allow candidates to find jobs quickly and easily.
- E. Category pages do NOT contain jobs that appear on other Category pages.

Answer: B,C,D

NEW QUESTION # 75

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. Map the brand field from Setup Recruiting Marketing Job Field Mapping.

- B. Create the brands from Manage Data.
- C. Create a microsite for each brand.
- D. Configure a custom Marketing Brand Generic Object.
- E. Configure the standard Marketing Brand Generic Object.

Answer: A,C,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 # 76

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